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ABSTRACT

This report provides a set of time-series data on the participation of women in the Ontario (Canada) university system from 1986-87 to 1995-96. It includes data on: (1) student applications, noting that the number of applicants has increased from 49.8 percent in 1986 to 53.3 percent in 1995; (2) student enrollment and participation, noting that the proportion of women participating full-time in 1996 (53.7 percent) increased substantially over comparable figures for 1987 (49.3 percent) and 1972 (36.4 percent); (3) degrees awarded, noting that virtually all of Ontario universities awarded more than half of their bachelor and first-professional degrees to women; (4) full-time faculty, noting that the number of female faculty increased by 36.3 percent in the past decade; (5) faculty-student comparisons, noting that in every field and at every level, the percentage of women faculty is substantially less than the percentage of students who are female; (6) full-time nonacademic staff, noting that the number of women in upper- and middle-level management, professional, and semiprofessional positions has increased. Two appendixes provide notes to the data tables and a list of related reports. (MDM)

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Status of Women in Provincially-Assisted Ontario Universities and Related Institutions

1986-87 to 1995-96

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COUNCIL OF ONTARIO UNIVERSITIES
CONSEIL DES UNIVERSITÉS DE L'ONTARIO

Status of Women in Provincially-Assisted Ontario Universities and Related Institutions

1986-87 to 1995-96

Report prepared by the Research, Analysis and Policy Division of COU for the Committee on the Status of Women

Council of Ontario Universities
Conseil des Universités de l'Ontario
180 Dundas Street West, 11th Floor
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Introduction

In 1996, the Committee on the Status of Women of the Council of Ontario Universities (COU) assumed responsibility for publication of *Status of Women in Provincially-Assisted Ontario Universities and Related Institutions*, a series of statistical reports which were prepared by the Ontario Ministry of Colleges and Universities/ Ontario Ministry of Education and Training from the late 1970s until March 1992 *(see Appendix B for a list of the reports to date)*.

This report continues the practice of providing a consistent set of time-series data, primarily in the form of tables, and includes as well a number of figures and charts for illustrative purposes. These reports, which track women's participation at all levels within the Ontario university system, have been the single most important resource for monitoring changes in the participation of women students, faculty and administrative staff in Ontario universities.

Included in the report are data regarding student applications, student enrolment, degrees awarded by level of study, full-time faculty, new full-time faculty appointments and administrative staff. The most recent 10 year time period are presented up to and including 1996-97 (where data is available). It is important to note that these data come from different sources which become available at different times of year and, in some cases, are available for different years. A comprehensive set of explanatory notes is provided in Appendix A.

Highlights (located at the beginning of each section) provides an analysis of the findings, primarily the differences (or lack thereof) in the data. A ten year time period represents a sufficiently long time period to expect to see differences in a phenomenon known to be changing and one that has been the object of a variety of programs designed to encourage change.

The data years present another challenge as well. The starting dates for which consistent time-series data are available vary by the type of data in question. They are, however, all approximately 20 or 25 years prior to the most recent data presented here. Where possible, then, highlights of the longer-term differences are also included in this report. The early tables used as comparators are integrated in the tables.

Section 1
Student Applicants/Registrants

The information presented in this section was obtained from the COU annual report entitled ***Application Statistics***. This report consists of annual application and registration data obtained from the Ontario Universities' Application Centre (OUAC).

As noted in COU's report, OUAC is responsible for processing all applications for first-year full-time applicants who were not previously registered at an Ontario university. Each *applicant* is allowed to indicate up to three choices of universities and programs, each being considered a distinct *application*. When these applicants subsequently register at a university, they are designated as *registered applicants*.

For longer term comparison, data on applicants and registered applicants are available as of Fall 1975.

Highlights:

- ***Table 1a*** shows that the proportion of women applicants has gradually increased from 49.8% in 1986 to 53.3% in 1995. Similarly, the proportion of women registered applicants increased from 51.5% to 55.2% ***(Table 1b)***.

- Among applicants, women are still a minority in Science (47.5%), Commerce and Business (45.0%), Engineering and Applied Science (17.1%), and Environmental Studies (48.7%). In 1986, however, women applicants represented still smaller percentages of the applicants in these four programs and a minority in three others as well (Agriculture, Physical & Health Education, and *Other*).

- It is interesting to note that these are the same programs in which women applicants represented a minority of the applicants over ten years earlier in 1975.

- Women remain a minority among registered applicants in Science (49.3%), Commerce and Business (46.5%), Engineering and Applied Science (19.9%), and in Agriculture as well (49.1%). This compares with six programs (the above four, Environmental Studies, and *Other*) in 1986 and the same in 1975 in which a minority of registered applicants were women.

- The proportion of women applicants and registered applicants increased in all the above cases between 1986 and 1995, and even more so between 1975 and 1995.

Table 1a
Applicants in Full-Time First Year Studies by Program. Fall 1986 to Fall 1995

Program	1975	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Arts	23,450	28,988	32,255	34,785	35,820	36,936	36,918	35,386	34,191	32,765	30,128
Science	11,794	12,556	12,640	12,953	12,838	13,037	13,426	14,828	15,704	16,378	15,967
Agriculture	622	426	401	274	361	381	421	356	354	314	220
Comm & Bus	4,723	9,315	9,673	11,140	12,355	11,966	11,168	11,975	10,994	11,261	10,916
Education	314	976	1,188	1,627	2,186	2,349	2,480	2,486	1,956	1,945	1,708
Eng & App Sci	5,820	6,128	6,197	6,218	7,047	7,547	7,827	8,328	7,976	7,491	7,076
Environ Studies	925	308	315	360	683	849	997	1,141	1,145	1,121	929
Fine/Applied Arts	1,118	1,701	1,826	1,866	3,343	3,294	3,309	3,406	3,163	3,290	3,488
Household Sci.	662	469	435	502	624	658	655	568	631	677	587
Journalism	411	722	725	768	1,902	1,901	1,733	1,662	1,620	1,872	1,711
Phys & Hlth Educ	2,897	2,927	3,076	3,330	3,285	3,496	3,377	3,796	3,578	3,867	3,829
Social Work	642	562	510	524	780	776	986	1,110	1,227	1,384	1,332
Health Related:											
Nursing	1,433	1,550	1,641	1,457	1,547	1,382	1,488	1,542	1,368	1,263	1,524
Pharmacy	552	684	743	704	612	475	551	545			288
Rehab. Med.	390	1,554	1,758	1,660	1,377	1,198	1,279	1,572	1,705	2,274	1,795
Other	2,641	2,450	2,475	2,675	3,041	3,280	3,400	3,809	3,484	3,446	3,239
TOTAL	58,394	71,316	75,858	80,843	87,801	89,525	90,015	92,510	89,096	89,348	84,737

Percentage of Applicants by Program that are Women

Arts	*54.1*	*58.4*	*58.2*	*59.1*	*59.1*	*60.0*	*59.3*	*59.1*	*60.7*	*61.0*	*61.1*
Science	*34.4*	*40.6*	*41.4*	*41.8*	*43.5*	*43.0*	*43.3*	*45.3*	*46.1*	*47.0*	*47.5*
Agriculture	*27.8*	*40.8*	*35.2*	*37.2*	*41.3*	*47.8*	*47.0*	*48.0*	*50.6*	*48.4*	*51.4*
Comm & Bus	*27.1*	*42.6*	*41.2*	*42.6*	*42.5*	*42.4*	*42.2*	*43.9*	*43.3*	*42.8*	*45.0*
Education	*74.8*	*80.4*	*84.3*	*81.6*	*83.5*	*82.2*	*83.6*	*81.1*	*78.3*	*80.8*	*80.0*
Eng & App Sci	*4.1*	*10.2*	*10.2*	*10.9*	*11.4*	*13.4*	*14.4*	*15.6*	*16.5*	*17.7*	*17.1*
Environ Studies	*22.5*	*30.5*	*29.8*	*37.5*	*38.7*	*40.9*	*40.7*	*45.3*	*44.0*	*43.3*	*48.7*
Fine/Applied Arts	*61.0*	*56.3*	*54.9*	*56.4*	*60.6*	*58.9*	*60.0*	*58.6*	*57.4*	*59.5*	*57.2*
Household Sci.	*96.5*	*92.3*	*93.1*	*89.2*	*90.4*	*88.9*	*90.7*	*93.7*	*92.2*	*91.0*	*92.3*
Journalism	*60.6*	*64.8*	*67.7*	*65.4*	*61.0*	*59.0*	*61.1*	*58.1*	*59.0*	*55.5*	*58.2*
Phys & Hlth Educ	*46.2*	*49.0*	*46.5*	*46.3*	*45.3*	*45.7*	*45.5*	*45.1*	*48.2*	*50.0*	*50.5*
Social Work	*77.7*	*82.0*	*82.2*	*83.4*	*85.3*	*82.0*	*80.4*	*80.4*	*82.5*	*82.5*	*84.2*
Health Related:											
Nursing	*97.3*	*93.7*	*92.4*	*92.9*	*92.3*	*92.3*	*89.2*	*90.3*	*89.0*	*86.7*	*87.1*
Pharmacy	*61.1*	*63.7*	*59.5*	*60.2*	*61.3*	*61.1*	*63.5*	*59.3*			*57.6*
Rehab. Med.	*93.3*	*80.7*	*80.1*	*79.1*	*78.0*	*78.5*	*76.3*	*76.7*	*74.5*	*74.5*	*73.9*
Other	*35.4*	*37.7*	*40.6*	*40.4*	*38.1*	*39.1*	*41.1*	*42.8*	*48.0*	*50.4*	*53.2*
TOTAL	*43.4*	*49.8*	*50.1*	*50.9*	*51.2*	*51.3*	*51.4*	*51.4*	*52.2*	*52.9*	*53.3*

Chart 1

Women Applicants and Registered Applicants as a percentage of Total
Fall 1986 to Fall 1995

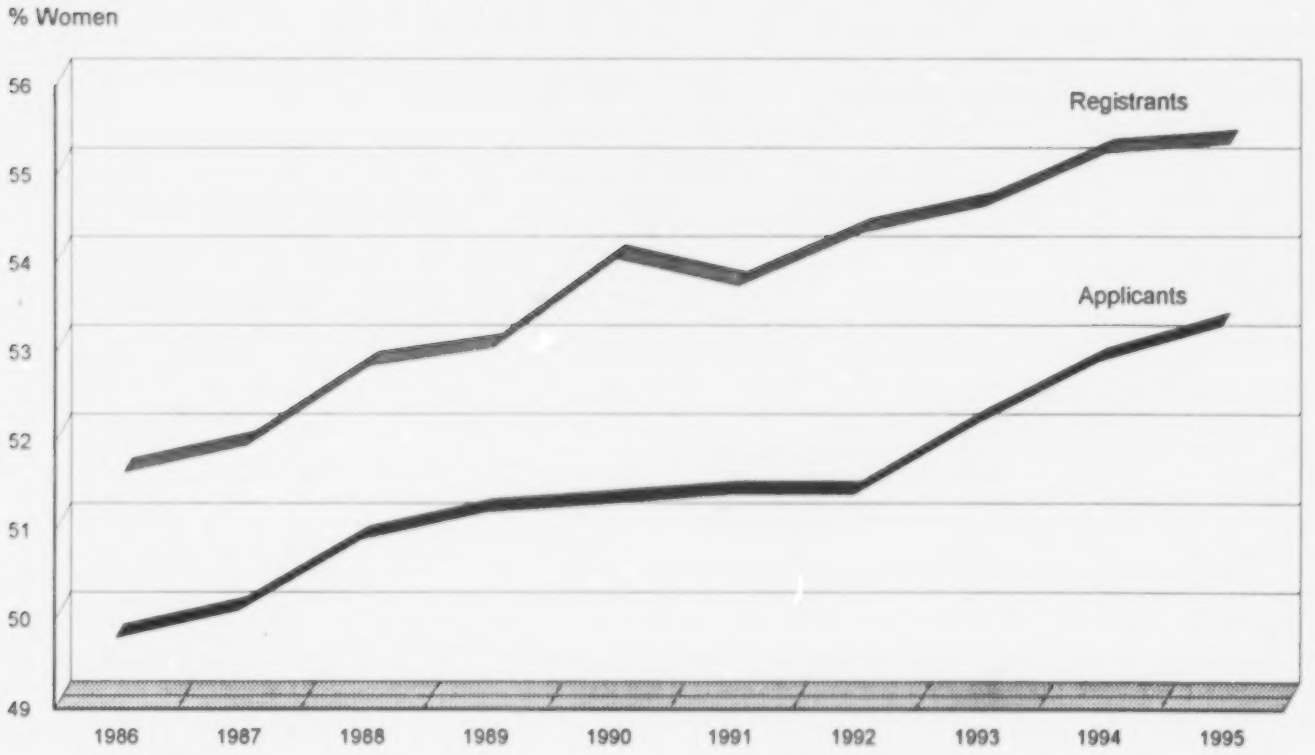


Table 1b
Registered Applicants in Full-Time First Year Studies by Program. Fall 1986 to Fall 1995

Program	1975	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Arts	16,106	18,046	19,836	21,445	22,321	22,544	22,863	20,945	20,709	21,001	20,299
Science	8,259	7,828	8,049	8,203	8,145	8,010	8,407	8,346	8,866	9,252	9,214
Agriculture	324	223	185	235	216	227	239	236	200	198	159
Comm & Bus	2,454	3,975	4,268	4,963	5,431	5,358	5,229	5,380	5,626	5,352	5,463
Education	153	349	356	371	479	432	508	500	472	455	453
Eng & App Sci	2,977	2,821	3,035	3,125	3,384	3,701	3,886	3,988	3,965	3,772	3,877
Environ Studies	395	183	249	270	430	443	567	637	601	606	572
Fine/Applied Arts	454	569	535	611	947	1,062	1,130	1,104	1,155	1,082	1,206
Household Sci.	345	320	360	339	421	360	258	287	254	242	237
Journalism	154	188	202	218	488	483	509	503	485	377	423
Phys & Hlth Educ	1,641	1,425	1,570	1,696	1,586	1,729	1,680	1,614	1,653	1,792	1,724
Social Work	170	249	206	212	276	267	356	322	344	362	350
Health Related:											
Nursing	545	408	453	489	592	580	603	622	630	625	572
Pharmacy	168	166	168	165	164	167	148	157			38
Rehab. Med.	64	184	176	189	187	197	207	217	210	158	157
Other	848	755	704	738	900	964	1,030	1,046	1,071	1,019	1,176
TOTAL	35,057	37,689	40,352	43,269	45,967	46,524	47,620	45,904	46,241	46,293	45,920

Percentage of Registered Applicants by Program that are Women

Arts	*56.1*	*59.5*	*60.0*	*61.0*	*60.8*	*62.4*	*62.1*	*62.4*	*63.2*	*63.0*	*63.4*
Science	*36.7*	*42.1*	*42.9*	*43.7*	*45.0*	*45.1*	*44.5*	*47.6*	*47.4*	*49.7*	*49.3*
Agriculture	*33.6*	*38.6*	*40.0*	*41.7*	*46.8*	*49.8*	*51.5*	*54.7*	*59.5*	*55.6*	*49.1*
Comm & Bus	*25.6*	*45.8*	*43.7*	*44.7*	*43.5*	*44.1*	*43.5*	*44.9*	*44.5*	*43.7*	*46.5*
Education	*74.5*	*82.5*	*83.7*	*78.7*	*83.5*	*78.7*	*83.9*	*80.4*	*81.8*	*82.0*	*82.3*
Eng & App Sci	*5.4*	*11.8*	*12.6*	*13.5*	*13.1*	*15.5*	*16.6*	*18.8*	*19.6*	*21.0*	*19.9*
Environ Studies	*35.7*	*32.2*	*39.0*	*39.3*	*38.8*	*46.5*	*44.6*	*51.3*	*50.4*	*49.7*	*51.4*
Fine/Applied Arts	*64.1*	*58.9*	*61.9*	*59.9*	*58.6*	*60.5*	*63.3*	*63.3*	*65.0*	*64.1*	*64.8*
Household Sci.	*99.7*	*90.0*	*83.6*	*84.1*	*88.6*	*91.7*	*96.9*	*96.5*	*95.7*	*91.3*	*94.5*
Journalism	*70.8*	*71.3*	*76.7*	*72.0*	*65.0*	*65.8*	*65.6*	*65.4*	*68.2*	*66.0*	*65.2*
Phys & Hlth Educ	*53.1*	*56.1*	*52.6*	*54.2*	*55.7*	*54.9*	*54.0*	*52.7*	*55.7*	*57.3*	*59.5*
Social Work	*80.6*	*83.1*	*83.0*	*81.1*	*85.9*	*85.4*	*86.0*	*81.4*	*86.0*	*85.4*	*82.3*
Health Related:											
Nursing	*97.8*	*95.8*	*95.8*	*95.1*	*96.1*	*95.2*	*94.5*	*92.3*	*91.3*	*90.9*	*87.9*
Pharmacy	*71.4*	*62.7*	*60.1*	*59.4*	*61.0*	*60.5*	*61.5*	*56.1*			*63.2*
Rehab. Med.	*96.9*	*91.8*	*89.2*	*88.9*	*86.6*	*87.8*	*88.4*	*82.9*	*84.3*	*84.8*	*79.6*
Other	*46.1*	*49.8*	*52.5*	*49.5*	*45.7*	*50.4*	*49.3*	*52.2*	*51.5*	*52.6*	*53.7*
TOTAL	*45.9*	*51.5*	*51.8*	*52.7*	*52.9*	*53.9*	*53.6*	*54.2*	*54.5*	*55.1*	*55.2*

Section 2
Student Enrolment/Participation

The tables presented in this section illustrate different aspects of student activity at Ontario universities.

Table 2a presents both full and part-time enrolment data by level of study. Degree, diploma, certificate and non-degree students are included.

Table 2b shows the number and percent of students in each field who are women by level of study.

Table 2c shows the percent of women students in each field at each level of study.

Tables 2b and 2c excludes the non-university diploma and certificate students, those not seeking any qualifications, and all part-time students, and presents only full-time enrolment data.

Finally, ***Table 2d*** provides data on full-time women enrolment at Ontario medical schools.

Comparable data on student enrolment and participation are available as of 1972-73.

Highlights:

- ***Table 2a*** shows that the proportion of women participating full-time in Fall 1996 (53.7%) at the undergraduate, masters, doctorate and "graduate-other" (masters qualifying year and graduate level diploma/certificate programs) levels increased quite substantially over comparable figures for 1987 (49.3%) and considerably more over 1972 levels (36.4%).

- Among part-timers, a higher proportion of women than men enrol in universities on a part-time basis. In 1996, the percentage at the undergraduate level is at about 62%, down a bit from its average level over the last ten years, but considerably higher than the 51.3% it was in 1972. At the graduate level it increased from 48.4% in 1987 to 53.4% in 1996, almost 2 1/2 times the proportion of 21.3% in 1972.

- Despite the magnitude of these increases, however, the historical "funnel" pattern showing a decrease in the proportion of women enrolled at each successive level of education continues. In 1996, among full-time students, women represent 54.6% of undergraduates, 48.6% of master's students and 42.9% of doctoral students. The same pattern is found for part-time students: 62.2% of undergraduates, 54.8% of master's students and 42.4% of doctoral students.

- ***Table 2b*** shows that overall, the percentage of women in every field and at every level of study increased from between 1987 and 1996, and increased even more substantially over 1972-73 levels.

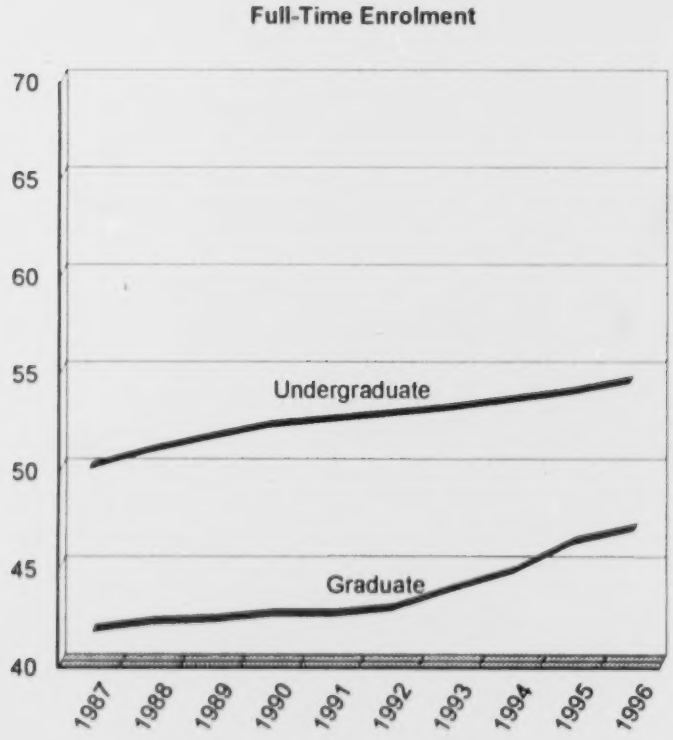
- In Engineering and Applied Science, which continues to have the lowest percentage of women in all fields at all levels, the number of women has more than doubled at all levels since 1987. However, in 1996, women still only represented 12.7% of doctoral students in Engineering and Applied Science.

- ***Table 2c*** indicates that, as in 1987, women students continue to be concentrated in particular fields. More than 50% of women students, at all levels of study, are in the areas of Social Science & Related Fields and Humanities & Related Fields. This was also the case for graduate students in 1972 and among undergraduates at that time close to 30% were in "Arts and Science" and another 32% in the above fields.

- As shown in ***Table 2d***, in 1994-95 the proportion of women enrolled in Ontario medical schools had increased since 1985-86 from 40.5% to 44.1%. This compares with 19.4% women enrolled in medical school in 1972-73. Total enrolment in medical schools went down during that period, however, so the actual number of women enrolled has decreased. The proportion of women in first year medical school has increased at all medical schools except Western where it has decreased and is now only about 4% greater than it was in 1972-73.

Chart 2

Women's Participation at University, by Registration Status and Level of Study. Fall 1987 to Fall 1996



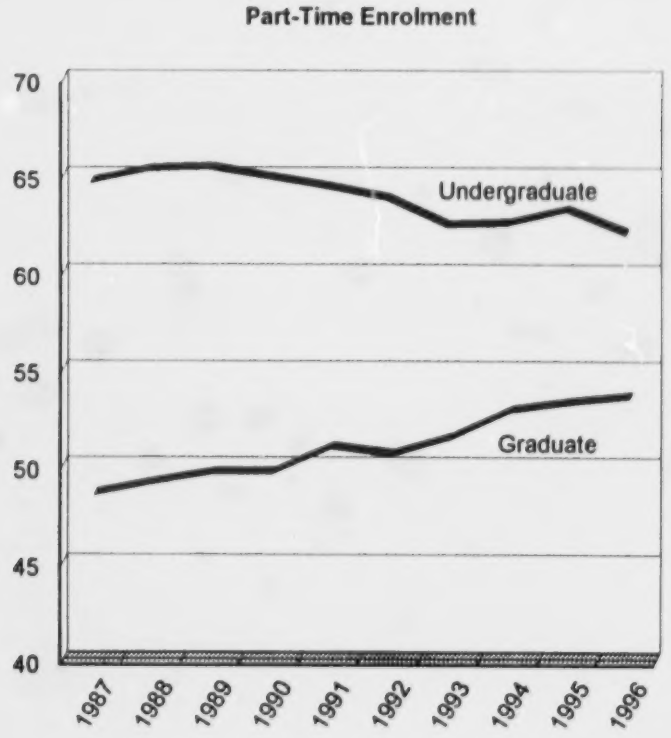


Table 2a
Enrolment by Registration Status and Level of Study. Fall 1987 to Fall 1996

	1972	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
I. FULL-TIME											
Undergraduate	115,827	174,013	181,297	187,764	194,915	202,415	206,452	206,615	205,491	203,231	202,104
Masters	7,450	11,748	12,147	12,438	12,797	13,734	14,332	14,505	14,547	14,505	14,642
Doctorate	4,920	6,471	6,923	7,390	7,934	8,492	8,931	9,220	9,317	9,325	9,361
Graduate-Other [1]	3,739	635	605	523	553	547	545	517	464	437	497
Graduate Total	16,109	18,854	19,675	20,351	21,284	22,773	23,808	24,242	24,328	24,267	24,500
TOTAL	131,936	192,867	200,972	208,115	216,199	225,188	230,260	230,857	229,819	227,498	226,604
II. PART-TIME											
Undergraduate	48,966	88,026	90,741	91,275	93,775	97,295	96,688	87,973	83,274	80,409	69,621
Masters	6,114	9,023	9,155	9,416	9,464	9,478	9,254	8,999	8,451	8,377	7,828
Doctorate	1,733	1,296	1,315	1,360	1,469	1,466	1,399	1,349	1,430	1,327	1,065
Graduate-Other [1]	1,250	1,680	1,635	1,679	1,795	1,674	1,580	1,390	1,114	1,050	901
Graduate Total	9,097	11,999	12,105	12,455	12,728	12,618	12,233	11,738	10,995	10,754	9,794
TOTAL	58,063	100,025	102,846	103,730	106,503	109,913	108,921	99,711	94,269	91,163	79,415
III. FULL AND PART-TIME											
Undergraduate	164,793	262,039	272,038	279,039	288,690	299,710	303,140	294,588	288,765	283,640	271,725
Masters	13,564	20,771	21,302	21,854	22,261	23,212	23,586	23,504	22,998	22,882	22,470
Doctorate	6,653	7,767	8,238	8,750	9,403	9,958	10,330	10,569	10,747	10,652	10,426
Graduate-Other [1]	4,989	2,315	2,240	2,202	2,348	2,221	2,125	1,907	1,578	1,487	1,398
Graduate Total	25,206	30,853	31,780	32,806	34,012	35,391	36,041	35,980	35,323	35,021	34,294
TOTAL	189,999	292,892	303,818	311,845	322,702	335,101	339,181	330,568	324,088	318,661	306,019

Table 2a
Enrolment by Registration Status and Level of Study. Fall 1987 to Fall 1996

	1972	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
Percentage of Students that are Women											
I. FULL-TIME											
Undergraduate	38.2	50.2	51.0	51.7	52.3	52.6	52.9	53.2	53.6	54.0	54.6
Masters	24.4	42.9	43.7	44.4	45.1	45.2	45.7	46.3	46.5	48.3	48.6
Doctorate	19.2	37.8	37.3	36.7	36.4	36.1	36.6	38.5	40.4	42.0	42.9
Graduate-Other [1]	28.2	55.0	57.5	59.8	62.6	64.4	61.1	59.8	61.4	59.3	60.2
Graduate Total	23.7	41.5	41.9	42.0	42.3	42.3	42.6	43.6	44.5	46.0	46.7
TOTAL	36.4	49.3	50.1	50.8	51.3	51.5	51.8	52.2	52.6	53.1	53.7
II. PART-TIME											
Undergraduate	51.3	64.9	65.5	65.6	65.1	64.6	64.0	62.6	62.7	63.4	62.2
Masters	21.3	48.5	49.8	49.9	49.9	51.3	51.7	52.6	53.9	54.4	54.8
Doctorate	18.5	38.4	39.5	39.3	40.3	42.2	41.6	42.3	43.9	43.7	42.4
Graduate-Other [1]	25.7	55.5	52.5	55.3	54.7	55.5	50.6	51.7	54.7	55.0	54.3
Graduate Total	21.3	48.4	49.0	49.5	49.5	50.8	50.4	51.3	52.7	53.1	53.4
TOTAL	46.6	62.9	63.6	63.7	63.3	63.0	62.5	61.3	61.5	62.2	61.1
III. FULL AND PART-TIME											
Undergraduate	42.1	55.1	55.8	56.3	56.5	56.5	56.4	56.1	56.2	56.6	56.5
Masters	23.0	45.3	46.3	46.8	47.1	47.7	48.1	48.7	49.2	50.5	50.8
Doctorate	19.0	37.9	37.7	37.1	37.0	37.0	37.3	39.0	40.9	42.2	42.9
Graduate-Other [1]	27.6	55.3	53.9	56.4	56.6	57.7	53.3	53.9	56.7	56.3	56.4
Graduate Total	22.9	44.2	44.6	44.8	45.0	45.3	45.3	46.1	47.0	48.2	48.6
TOTAL	39.5	54.0	54.7	55.1	55.2	55.3	55.2	55.0	55.2	55.7	55.6

Table 2b
Full-Time Enrolment by Field and Level of Study. Fall 1987 to Fall 1996

Total Enrolment	1972	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
UNDERGRADUATE [1]											
Arts & Science [2]	29,255	24,754	26,719	27,871	27,640	28,268	24,126	23,996	24,230	23,229	22,239
Education	7,614	10,610	11,322	12,193	13,624	14,189	14,794	14,119	14,936	14,993	15,582
Fine & App. Arts	4,190	6,114	6,341	6,543	6,755	7,343	7,372	7,567	7,680	7,789	7,864
Humanites & Rel.	11,123	18,958	20,603	23,240	24,845	25,536	26,463	25,388	24,137	23,025	21,778
Social Sci. & Rel.	25,587	57,457	60,531	63,573	65,952	68,526	72,667	72,663	71,715	70,416	69,898
Agr. & Bio. Sci.	7,201	11,693	12,002	12,037	12,117	12,712	13,366	14,085	14,538	15,043	15,725
Eng. & App. Sci.	11,727	15,032	15,209	15,161	15,938	16,888	17,393	17,765	17,946	17,798	17,789
Hlth Prof. & Occup	6,376	9,846	10,141	9,982	10,106	10,242	10,444	10,638	10,679	10,621	10,192
Math & Phy. Sci.	6,852	11,706	11,437	11,248	11,781	12,096	12,506	12,687	12,318	12,995	12,566
Not Reported	5,902	14	20	39	3	36	148	463	234	288	237
TOTAL	115,827	166,184	174,325	181,887	188,761	195,836	199,279	199,371	198,413	196,197	193,870
MASTERS [3]											
Education	391	670	698	726	781	812	867	825	836	882	874
Fine & App. Arts	69	217	207	207	235	279	300	314	321	333	346
Humanites & Rel.	1,672	1,625	1,750	1,785	1,809	2,021	2,057	2,039	2,022	1,992	1,893
Social Sci. & Rel.	2,966	5,006	5,156	5,245	5,275	5,697	5,937	5,908	5,944	5,894	6,009
Agr. & Bio. Sci.	297	936	938	857	864	934	918	937	974	986	999
Eng. & App. Sci.	857	1,337	1,371	1,400	1,531	1,644	1,790	1,863	1,790	1,678	1,679
Hlth Prof. & Occup	223	920	1,014	1,041	1,159	1,209	1,299	1,395	1,414	1,428	1,530
Math & Phy. Sci.	723	1,146	1,150	1,280	1,266	1,256	1,280	1,318	1,331	1,342	1,296
Not Reported	252	21	12	26	22	37	14	17	8	23	31
TOTAL	7,450	11,878	12,296	12,567	12,942	13,889	14,462	14,616	14,640	14,558	14,657
DOCTORATE [3]											
Education	281	524	535	577	573	631	671	680	684	665	757
Fine & App. Arts	49	66	68	80	97	97	89	107	124	144	150
Humanites & Rel.	1,172	1,305	1,387	1,501	1,621	1,738	1,850	1,960	2,034	1,995	1,997
Social Sci. & Rel.	1,205	1,643	1,779	1,840	1,951	2,052	2,127	2,177	2,248	2,356	2,373
Agr. & Bio. Sci.	290	595	677	689	731	747	746	775	774	755	748
Eng. & App. Sci.	593	711	789	927	1,037	1,155	1,233	1,268	1,231	1,199	1,121
Hlth Prof. & Occup	211	479	506	544	593	626	717	772	817	860	946
Math & Phy. Sci.	1,063	1,091	1,182	1,223	1,331	1,436	1,498	1,481	1,405	1,351	1,269
Not Reported	56	-	-	9	-	9	-	-	-	-	-
TOTAL	4,920	6,414	6,923	7,390	7,934	8,491	8,931	9,220	9,317	9,325	9,361

Table 2b
Full-Time Enrolment by Field and Level of Study. Fall 1987 to Fall 1996

Women	1972	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
UNDERGRADUATE [1]											
Arts & Science [2]	13,014	13,355	14,810	15,596	15,688	16,079	13,570	13,742	13,692	13,399	13,106
Education	3,789	6,488	6,989	7,603	8,511	8,924	9,163	8,810	9,346	9,583	10,174
Fine & App. Arts	2,428	3,738	3,913	4,123	4,304	4,582	4,632	4,768	4,833	4,941	5,034
Humanites & Rel.	5,915	11,988	13,083	14,843	15,829	16,298	16,717	16,027	15,196	14,457	13,842
Social Sci. & Rel.	8,321	29,983	31,888	33,814	35,493	37,339	40,194	40,576	40,470	39,903	40,100
Agr. & Bio. Sci.	3,022	6,683	6,841	6,956	7,157	7,549	8,032	8,527	8,831	9,213	9,683
Eng. & App. Sci.	291	1,932	2,072	2,189	2,512	2,891	3,197	3,501	3,746	3,800	3,864
Hlth Prof. & Occup	3,329	6,022	6,245	6,115	6,185	6,311	6,452	6,710	6,807	6,790	6,556
Math & Phy. Sci.	1,586	3,443	3,341	3,349	3,567	3,655	3,822	3,894	3,801	4,250	3,818
Not Reported	2,527	5	8	34	1	25	83	236	92	148	135
TOTAL	44,222	83,637	89,190	94,622	99,247	103,653	105,862	106,791	106,814	106,484	106,312
MASTERS [3]											
Education	190	461	476	472	523	545	591	572	574	595	591
Fine & App. Arts	34	125	128	132	155	175	192	208	209	208	219
Humanites & Rel.	620	877	936	939	981	1,101	1,155	1,171	1,152	1,149	1,065
Social Sci. & Rel.	636	2,238	2,371	2,427	2,460	2,661	2,728	2,739	2,730	2,848	2,941
Agr. & Bio. Sci.	84	400	411	417	415	447	466	474	498	542	540
Eng. & App. Sci.	23	181	197	226	273	286	336	378	409	380	385
Hlth Prof. & Occup	79	570	605	655	720	756	796	846	841	870	967
Math & Phy. Sci.	97	248	266	320	325	315	353	388	407	422	404
Not Reported	58	5	5	7	9	15	2	5	3	12	13
TOTAL	1,821	5,105	5,395	5,595	5,861	6,301	6,619	6,781	6,823	7,026	7,125
DOCTORATE [3]											
Education	90	338	357	379	389	417	441	459	474	480	539
Fine & App. Arts	23	40	39	50	56	54	51	65	76	88	90
Humanites & Rel.	378	615	660	674	704	747	824	905	964	955	966
Social Sci. & Rel.	277	780	807	831	883	916	969	1,052	1,140	1,253	1,251
Agr. & Bio. Sci.	48	175	207	205	239	256	258	299	308	308	303
Eng. & App. Sci.	18	60	74	98	108	127	129	140	134	129	142
Hlth Prof. & Occup	36	213	229	249	274	275	316	354	396	415	452
Math & Phy. Sci.	70	205	212	223	237	269	284	273	271	284	275
Not Reported	6	-	-	1	-	3	-	-	-	-	-
TOTAL	946	2,426	2,585	2,710	2,890	3,064	3,272	3,547	3,763	3,912	4,018

Table 2b
Full-Time Enrolment by Field and Level of Study. Fall 1987 to Fall 1996
Percentage of Students that are Women

	1972	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
UNDERGRADUATE [1]											
Arts & Science [2]	44.5	54.0	55.4	56.0	56.8	56.9	56.2	57.3	56.5	57.7	58.9
Education	49.8	61.1	61.7	62.4	62.5	62.9	61.9	62.4	62.6	63.9	65.3
Fine & App. Arts	57.9	61.1	61.7	63.0	63.7	62.4	62.8	63.0	62.9	63.4	64.0
Humanites & Rel.	53.2	63.2	63.5	63.9	63.7	63.8	63.2	63.1	63.0	62.8	63.6
Social Sci. & Rel.	32.5	52.2	52.7	53.2	53.8	54.5	55.3	55.8	56.4	56.7	57.4
Agr. & Bio. Sci.	42.0	57.2	57.0	57.8	59.1	59.4	60.1	60.5	60.7	61.2	61.6
Eng. & App. Sci.	2.5	12.9	13.6	14.4	15.8	17.1	18.4	19.7	20.9	21.4	21.7
Hlth Prof. & Occup	52.2	61.2	61.6	61.3	61.2	61.6	61.8	63.1	63.7	63.9	64.3
Math & Phy. Sci.	23.1	29.4	29.2	29.8	30.3	30.2	30.6	30.7	30.9	32.7	30.4
Not Reported	42.8	35.7	40.0	87.2	33.3	69.4	56.1	51.0	39.3	51.4	57.0
TOTAL	38.2	50.3	51.2	52.0	52.6	52.9	53.1	53.6	53.8	54.3	54.8
MASTERS [3]											
Education	48.6	68.8	68.2	65.0	67.0	67.1	68.2	69.3	68.7	67.5	67.6
Fine & App. Arts	49.3	57.6	61.8	63.8	66.0	62.7	64.0	66.2	65.1	62.5	63.3
Humanites & Rel.	37.1	54.0	53.5	52.6	54.2	54.5	56.1	57.4	57.0	57.7	56.3
Social Sci. & Rel.	21.4	44.7	46.0	46.3	46.6	46.7	45.9	46.4	45.9	48.3	48.9
Agr. & Bio. Sci.	28.3	42.7	43.8	48.7	48.0	47.9	50.8	50.6	51.1	55.0	54.1
Eng. & App. Sci.	2.7	13.5	14.4	16.1	17.8	17.4	18.8	20.3	22.8	22.6	22.9
Hlth Prof. & Occup	35.4	62.0	59.7	62.9	62.1	62.5	61.3	60.6	59.5	60.9	63.2
Math & Phy. Sci.	13.4	21.6	23.1	25.0	25.7	25.1	27.6	29.4	30.6	31.4	31.2
Not Reported	23.0	23.8	41.7	26.9	40.9	40.5	14.3	29.4	37.5	52.2	41.9
TOTAL	24.4	43.0	43.9	44.5	45.3	45.4	45.8	46.4	46.6	48.3	48.6
DOCTORATE [3]											
Education	32.0	64.5	66.7	65.7	67.9	66.1	65.7	67.5	69.3	72.2	71.2
Fine & App. Arts	46.9	60.6	57.4	62.5	57.7	55.7	57.3	60.7	61.3	61.1	60.0
Humanites & Rel.	32.3	47.1	47.6	44.9	43.4	43.0	44.5	46.2	47.4	47.9	48.4
Social Sci. & Rel.	23.0	47.5	45.4	45.2	45.3	44.6	45.6	48.3	50.7	53.2	52.7
Agr. & Bio. Sci.	16.6	29.4	30.6	29.8	32.7	34.3	34.6	38.6	39.8	40.8	40.5
Eng. & App. Sci.	3.0	8.4	9.4	10.6	10.4	11.0	10.5	11.0	10.9	10.8	12.7
Hlth Prof. & Occup	17.1	44.5	45.3	45.8	46.2	43.9	44.1	45.9	48.5	48.3	47.8
Math & Phy. Sci.	6.6	18.8	17.9	18.2	17.8	18.7	19.0	18.4	19.3	21.0	21.7
Not Reported	10.7			11.1		33.3					
TOTAL	19.2	37.8	37.3	36.7	36.4	36.1	36.6	38.5	40.4	42.0	42.9

Table 2c
Percentage Distribution of Women by Field and Level of Study. Fall 1987 to Fall 1996

	1972	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
UNDERGRADUATE [1]											
Arts & Science [2]	29.4	16.0	16.6	16.5	15.8	15.5	12.8	12.9	12.8	12.6	12.3
Education	8.6	7.8	7.8	8.0	8.6	8.6	8.7	8.2	8.7	9.0	9.6
Fine & App. Arts	5.5	4.5	4.4	4.4	4.3	4.4	4.4	4.5	4.5	4.6	4.7
Humanites & Rel.	13.4	14.3	14.7	15.7	15.9	15.7	15.8	15.0	14.2	13.6	13.0
Social Sci. & Rel.	18.8	35.8	35.8	35.7	35.8	36.0	38.0	38.0	37.9	37.5	37.7
Agr. & Bio. Sci.	6.8	8.0	7.7	7.4	7.2	7.3	7.6	8.0	8.3	8.7	9.1
Eng. & App. Sci.	0.7	2.3	2.3	2.3	2.5	2.8	3.0	3.3	3.5	3.6	3.6
Hlth Prof. & Occup.	7.5	7.2	7.0	6.5	6.2	6.1	6.1	6.3	6.4	6.4	6.2
Math & Phy. Sci.	3.6	4.1	3.7	3.5	3.6	3.5	3.6	3.6	3.6	4.0	3.6
Not Reported	5.7	-	-	-	-	-	0.1	0.2	0.1	0.1	0.1
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
MASTERS [3]											
Education	10.4	9.0	8.8	8.4	8.9	8.6	8.9	8.4	8.4	8.5	8.3
Fine & App. Arts	1.9	2.4	2.4	2.4	2.6	2.8	2.9	3.1	3.1	3.0	3.1
Humanites & Rel.	34.0	17.2	17.3	16.8	16.7	17.5	17.4	17.3	16.9	16.4	14.9
Social Sci. & Rel.	34.9	43.8	43.9	43.4	42.0	42.2	41.2	40.4	40.0	40.5	41.3
Agr. & Bio. Sci.	4.6	7.8	7.6	7.5	7.1	7.1	7.0	7.0	7.3	7.7	7.6
Eng. & App. Sci.	1.3	3.5	3.7	4.0	4.7	4.5	5.1	5.6	6.0	5.4	5.4
Hlth Prof. & Occup.	4.3	11.2	11.2	11.7	12.3	12.0	12.0	12.5	12.3	12.4	13.6
Math & Phy. Sci.	5.3	4.9	4.9	5.7	5.5	5.0	5.3	5.7	6.0	6.0	5.7
Not Reported	3.2	0.1	0.1	0.1	0.2	0.2	-	0.1	-	0.2	0.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
DOCTORATE [3]											
Education	9.5	13.9	13.8	14.0	13.5	13.6	13.5	12.9	12.6	12.3	13.4
Fine & App. Arts	2.4	1.6	1.5	1.8	1.9	1.8	1.6	1.8	2.0	2.2	2.2
Humanites & Rel.	40.0	25.4	25.5	24.9	24.4	24.4	25.2	25.5	25.6	24.4	24.0
Social Sci. & Rel.	29.3	32.2	31.2	30.7	30.6	29.9	29.6	29.7	30.3	32.0	31.1
Agr. & Bio. Sci.	5.1	7.2	8.0	7.6	8.3	8.4	7.9	8.4	8.2	7.9	7.5
Eng. & App. Sci.	1.9	2.5	2.9	3.6	3.7	4.1	3.9	3.9	3.6	3.3	3.5
Hlth Prof. & Occup.	3.8	8.8	8.9	9.2	9.5	9.0	9.7	10.0	10.5	10.6	11.2
Math & Phy. Sci.	7.4	8.5	8.2	8.2	8.2	8.8	8.7	7.7	7.2	7.3	6.8
Not Reported	0.6	-	-	-	-	0.1	-	-	-	-	-
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 2d
Undergraduate Enrolment at Ontario Medical Schools. 1985-86 to 1994-95

Total	1972-73	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95
McMaster	188	305	301	312	303	298	301	301	300	294	301
Ottawa	310	323	319	318	325	331	332	330	337	331	337
Queen's	281	291	296	300	304	296	297	297	294	294	293
Toronto	922	989	981	993	994	1,004	1,009	1,004	1,001	919	859
Western	364	416	419	425	415	412	416	410	404	394	383
TOTAL	2,065	2,324	2,316	2,348	2,341	2,341	2,355	2,342	2,336	2,232	2,173

Percentage of Students that are Women

McMaster	*25.0*	*57.4*	*56.8*	*60.9*	*62.7*	*64.1*	*65.8*	*66.1*	*64.7*	*61.9*	*63.8*
Ottawa	*21.0*	*45.2*	*42.9*	*45.9*	*44.9*	*43.8*	*42.2*	*39.7*	*40.9*	*41.1*	*45.7*
Queen's	*19.2*	*38.5*	*35.8*	*36.3*	*36.2*	*37.2*	*38.0*	*36.4*	*41.5*	*45.2*	*44.4*
Toronto	*18.9*	*37.0*	*35.2*	*35.1*	*35.4*	*33.0*	*33.0*	*34.0*	*35.1*	*37.6*	*39.3*
Western	*16.8*	*34.4*	*34.6*	*34.1*	*36.9*	*35.7*	*36.5*	*36.6*	*36.6*	*38.3*	*37.9*
TOTAL	*19.4*	*40.5*	*39.0*	*40.0*	*40.6*	*39.5*	*39.7*	*39.7*	*40.8*	*42.5*	*44.1*

Percentage of First Year Students that are Women

McMaster	*33.8*	*55.4*	*59.0*	*69.0*	*58.4*	*66.3*	*73.3*	*59.6*	*61.0*	*67.0*	*65.3*
Ottawa	*22.6*	*45.2*	*41.7*	*53.6*	*39.3*	*41.7*	*36.9*	*41.7*	*41.7*	*45.9*	*53.6*
Queen's	*18.1*	*31.4*	*31.9*	*40.5*	*38.2*	*34.7*	*40.3*	*36.0*	*54.7*	*49.3*	*34.7*
Toronto	*18.8*	*38.4*	*32.5*	*34.9*	*35.7*	*30.6*	*32.9*	*37.5*	*39.3*	*42.1*	*39.2*
Western	*28.7*	*37.1*	*32.7*	*39.8*	*39.6*	*32.7*	*35.2*	*37.1*	*41.2*	*38.5*	*32.7*
TOTAL	*23.1*	*41.1*	*38.0*	*44.5*	*40.9*	*38.8*	*41.3*	*41.4*	*45.4*	*47.8*	*44.5*

Section 3
Degrees Awarded

This section presents data concerning the number of degrees awarded at Ontario universities by institution, level and gender. This information was obtained from Statistics Canada which in turn collected the information from the administrative records of degree-granting institutions.

As noted by Statistics Canada, the graduation survey counts the number of degrees, diplomas, and certificates awarded, not the individual students who received them; hence, double counting of individuals may occur. This is in contrast to its enrolment study which counts each student who attends a university in the fall session once annually (regardless of the number of programs in which the student is enrolled). Comparable data on degrees is available as of 1972.

Highlights:

- ***Table 3a*** shows that in 1995, virtually all Ontario universities awarded more than 50% of their *bachelor and first professional degrees* to women. The total for all institutions was 58.2%, up from 1986 at 54.0% and 1972 at 38.5%.

- ***Table 3b*** shows that at the *masters* level, there was also an increase in the proportion of degrees awarded to women although they still receive less than half the masters degrees awarded: 49.5% in 1995, 44.3% in 1986 and 24.5% in 1972.

- ***Table 3c*** shows that at the *doctoral* level, a considerably smaller proportion of the degrees are awarded to women although the percentages have increased here as well: 32.8% in 1995, 26.4% in 1986 and 9.0% in 1972.

- The "funnel" effect, noted above in conjunction with student enrolment/participation, is reflected in the data on degrees as well.

Chart 3

Percentage of Bachelor/1st Professional, Masters and Doctoral Degrees Awarded to Women. 1986 to 1995

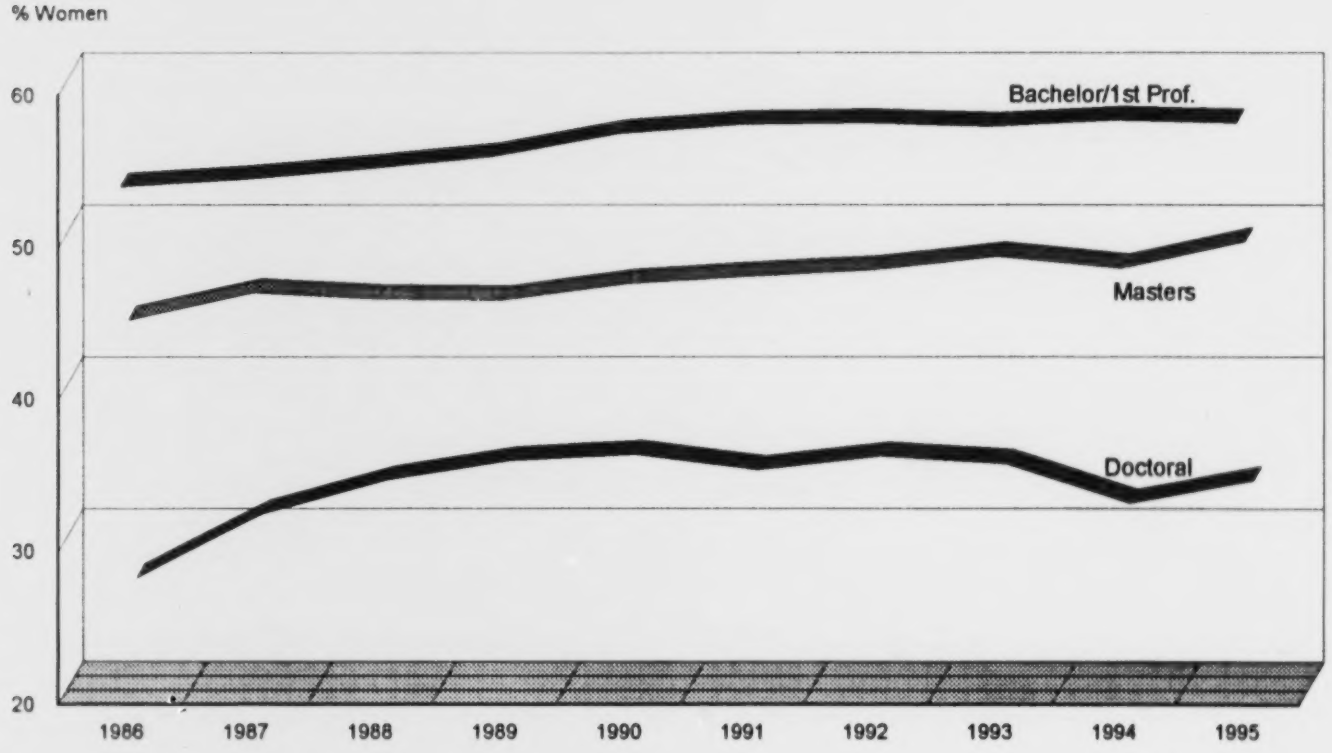


Table 3a
Bachelors and First Professional Degrees Awarded by Institution. 1986 to 1995

Total	1972	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Brock	459	1,511	1,578	1,518	1,605	1,701	1,916	1,979	2,133	2,229	2,226
Carleton	1,714	2,057	2,186	2,242	2,222	2,324	2,395	2,631	2,528	2,678	2,773
Guelph	1,462	2,182	2,075	2,053	2,111	2,105	2,069	2,291	2,552	2,827	2,750
Lakehead	892	1,015	945	1,061	1,149	1,194	1,288	1,324	1,473	1,616	1,782
Laurentian	632	1,417	1,410	1,400	1,357	1,603	1,754	1,749	1,346	1,335	1,433
McMaster	1,588	2,625	2,544	2,564	2,592	2,572	2,730	3,069	3,059	3,169	3,162
Nipissing									584	565	605
Ottawa	2,100	3,308	3,379	3,374	3,435	3,308	3,705	4,054	4,178	4,256	4,324
Queen's	2,385	3,133	3,097	3,098	3,148	3,206	3,321	3,620	3,517	3,621	3,714
Ryerson		1,461	1,218	1,832	1,836	2,018	1,941	2,095	2,038	2,060	2,345
Toronto	6,641	7,117	7,242	7,128	6,993	7,382	7,841	8,019	7,997	8,070	8,169
Trent	398	947	1,017	1,013	1,109	1,120	1,264	1,313	934	1,105	1,088
Waterloo	2,062	3,327	3,389	3,057	3,150	2,960	3,173	3,576	3,590	3,756	3,984
Western	4,332	5,100	5,021	4,920	5,120	5,319	5,345	5,483	5,563	5,704	5,438
Wilfrid Laurier	1,081	1,162	1,127	1,161	1,172	1,258	1,268	1,294	1,413	1,434	1,455
Windsor	1,987	2,128	2,190	2,225	2,215	2,383	2,505	2,632	2,738	2,848	2,819
York	2,374	5,101	5,069	5,032	5,359	5,756	5,719	6,657	6,802	6,617	6,644
TOTAL	30,107	43,591	43,487	43,678	44,573	46,209	48,234	51,786	52,445	53,890	54,711

Table 3a
Bachelors and First Professional Degrees Awarded by Institution. 1986 to 1995

Women	1972	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Brock	150	891	950	889	957	1,079	1,241	1,258	1,347	1,371	1,325
Carleton	657	987	1,085	1,133	1,107	1,171	1,230	1,306	1,279	1,388	1,417
Guelph	596	1,223	1,148	1,183	1,227	1,242	1,230	1,363	1,582	1,787	1,714
Lakehead	324	481	551	550	600	666	731	734	848	876	1,012
Laurentian	243	890	957	912	910	1,085	1,211	1,145	879	849	903
McMaster	582	1,391	1,356	1,430	1,386	1,470	1,541	1,788	1,747	1,825	1,873
Nipissing									434	408	411
Ottawa	801	1,854	1,961	1,964	2,070	2,009	2,326	2,577	2,586	2,698	2,727
Queen's	985	1,814	1,763	1,771	1,796	1,804	1,941	2,114	2,063	2,152	2,178
Ryerson		745	644	976	1,013	1,138	1,067	1,201	1,157	1,222	1,305
Toronto	2,776	3,756	3,846	3,834	3,936	4,191	4,404	4,565	4,478	4,547	4,604
Trent	181	547	545	563	693	734	837	867	595	748	709
Waterloo	554	1,404	1,468	1,344	1,343	1,376	1,398	1,635	1,653	1,813	1,953
Western	1,776	2,836	2,768	2,793	2,807	2,965	2,971	3,063	3,093	3,179	3,053
Wilfrid Laurier	308	623	602	617	624	690	674	656	754	775	790
Windsor	792	1,145	1,136	1,178	1,177	1,296	1,383	1,451	1,535	1,608	1,621
York	873	2,936	2,920	2,993	3,313	3,645	3,823	4,411	4,372	4,202	4,273
TOTAL	11,598	23,523	23,700	24,130	24,959	26,561	28,008	30,134	30,402	31,448	31,868

Percentage of Bachelors and First Professional Degrees Awarded to Women

Brock	*32.7*	*59.0*	*60.2*	*58.6*	*59.6*	*63.4*	*64.8*	*63.6*	*63.2*	*61.5*	*59.5*
Carleton	*38.3*	*48.0*	*49.6*	*50.5*	*49.8*	*50.4*	*51.4*	*49.6*	*50.6*	*51.8*	*51.1*
Guelph	*40.8*	*56.0*	*55.3*	*57.6*	*58.1*	*59.0*	*59.4*	*59.5*	*62.0*	*63.2*	*62.3*
Lakehead	*36.3*	*47.4*	*58.3*	*51.8*	*52.2*	*55.8*	*56.8*	*55.4*	*57.6*	*54.2*	*56.8*
Laurentian	*38.4*	*62.8*	*67.9*	*65.1*	*67.1*	*67.7*	*69.0*	*65.5*	*65.3*	*63.6*	*63.0*
McMaster	*36.6*	*53.0*	*53.3*	*55.8*	*53.5*	*57.2*	*56.4*	*58.3*	*57.1*	*57.6*	*59.2*
Nipissing									*74.3*	*72.2*	*67.9*
Ottawa	*38.1*	*56.0*	*58.0*	*58.2*	*60.3*	*60.7*	*62.8*	*63.6*	*61.9*	*63.4*	*63.1*
Queen's	*41.3*	*57.9*	*56.9*	*57.2*	*57.1*	*56.3*	*58.4*	*58.4*	*58.7*	*59.4*	*58.6*
Ryerson		*51.0*	*52.9*	*53.3*	*55.2*	*56.4*	*55.0*	*57.3*	*56.8*	*59.3*	*55.7*
Toronto	*41.8*	*52.8*	*53.1*	*53.8*	*56.3*	*56.8*	*56.2*	*56.9*	*56.0*	*56.3*	*56.4*
Trent	*45.5*	*57.8*	*53.6*	*55.6*	*62.5*	*65.5*	*66.2*	*66.0*	*63.7*	*67.7*	*65.2*
Waterloo	*26.9*	*42.2*	*43.3*	*44.0*	*42.6*	*46.5*	*44.1*	*45.7*	*46.0*	*48.3*	*49.0*
Western	*41.0*	*55.6*	*55.1*	*56.8*	*54.8*	*55.7*	*55.6*	*55.9*	*55.6*	*55.7*	*56.1*
Wilfrid Laurier	*28.5*	*53.6*	*53.4*	*53.1*	*53.2*	*54.8*	*53.2*	*50.7*	*53.4*	*54.0*	*54.3*
Windsor	*39.9*	*53.8*	*51.9*	*52.9*	*53.1*	*54.4*	*55.2*	*55.1*	*56.1*	*56.5*	*57.5*
York	*36.8*	*57.6*	*57.6*	*59.5*	*61.8*	*63.3*	*66.8*	*66.3*	*64.3*	*63.5*	*64.3*
TOTAL	*38.5*	*54.0*	*54.5*	*55.2*	*56.0*	*57.5*	*58.1*	*58.2*	*58.0*	*58.4*	*58.2*

Table 3b
Masters Degrees Awarded by Institution. 1986 to 1995

Total	1972	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Brock	10	149	133	168	158	160	169	229	239	192	174
Carleton	310	398	436	399	404	422	458	524	587	571	574
Guelph	194	268	253	312	356	355	336	348	399	403	450
Lakehead	9	61	59	73	62	63	66	65	85	83	96
Laurentian	3	30	43	51	41	42	32	34	42	50	56
McMaster	425	380	423	454	461	500	488	518	483	491	501
Nipissing											
Ottawa	707	657	633	635	667	631	721	738	874	907	830
Queen's	256	573	573	552	546	677	626	600	708	691	670
Ryerson											
Toronto	1,618	1,941	1,996	1,883	1,975	1,995	2,040	2,223	2,291	2,235	2,241
Trent	5	15	11	10	16	17	18	28	28	28	29
Waterloo	373	409	388	434	377	345	387	494	504	527	518
Western	638	736	785	705	774	731	840	885	967	971	901
Wilfrid Laurier	107	167	181	187	243	233	259	239	276	280	298
Windsor	193	227	228	258	208	281	259	279	257	264	222
York	394	788	653	811	686	765	802	912	894	945	917
TOTAL	5,242	6,799	6,795	6,932	6,974	7,217	7,501	8,116	8,634	8,638	8,477

Table 3b
Masters Degrees Awarded by Institution. 1986 to 1995

Women	1972	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Brock	1	77	67	93	81	94	103	135	156	135	123
Carleton	77	179	202	181	187	212	221	251	276	284	297
Guelph	20	117	114	137	149	160	163	156	193	193	230
Lakehead	1	22	29	36	24	30	30	38	40	46	57
Laurentian		7	15	16	12	16	13	10	20	22	30
McMaster	76	139	164	173	165	210	190	202	173	203	226
Nipissing											
Ottawa	170	322	317	311	320	321	348	393	437	466	419
Queen's	31	209	202	222	212	279	249	254	303	309	280
Ryerson											
Toronto	505	1,027	1,044	1,005	1,036	1,036	1,102	1,176	1,271	1,203	1,294
Trent		8	6	3	4	7	6	10	9	15	
Waterloo	47	106	137	126	123	117	133	173	211	179	187
Western	193	327	377	321	379	320	408	439	457	430	427
Wilfrid Laurier	43	98	94	107	122	128	132	127	146	146	152
Windsor	46	100	91	113	89	112	97	111	105	112	90
York	73	276	276	327	274	330	345	387	390	378	382
TOTAL	1,283	3,014	3,135	3,171	3,177	3,372	3,540	3,862	4,187	4,121	4,194

Percentage of Masters Degrees Awarded to Women

Brock	*10.0*	*51.7*	*50.4*	*55.4*	*51.3*	*58.8*	*60.9*	*59.0*	*65.3*	*70.3*	*70.7*
Carleton	*24.8*	*45.0*	*46.3*	*45.4*	*46.3*	*50.2*	*48.3*	*47.9*	*47.0*	*49.7*	*51.7*
Guelph	*10.3*	*43.7*	*45.1*	*43.9*	*41.9*	*45.1*	*48.5*	*44.8*	*48.4*	*47.9*	*51.1*
Lakehead	*11.1*	*36.1*	*49.2*	*49.3*	*38.7*	*47.6*	*45.5*	*58.5*	*47.1*	*55.4*	*59.4*
Laurentian		*23.3*	*34.9*	*31.4*	*29.3*	*38.1*	*40.6*	*29.4*	*47.6*	*44.0*	*53.6*
McMaster	*17.9*	*36.6*	*38.8*	*38.1*	*35.8*	*42.0*	*38.9*	*39.0*	*35.8*	*41.3*	*45.1*
Nipissing											
Ottawa	*24.0*	*49.0*	*50.1*	*49.0*	*48.0*	*50.9*	*48.3*	*53.3*	*50.0*	*51.4*	*50.5*
Queen's	*12.1*	*36.5*	*35.3*	*40.2*	*38.8*	*41.2*	*39.8*	*42.3*	*42.8*	*44.7*	*41.8*
Ryerson											
Toronto	*31.2*	*52.9*	*52.3*	*53.4*	*52.5*	*51.9*	*54.0*	*52.9*	*55.5*	*53.8*	*57.7*
Trent		*53.3*	*54.5*	*30.0*	*25.0*	*41.2*	*33.3*	*35.7*	*32.1*	*53.6*	*0.0*
Waterloo	*12.6*	*25.9*	*35.3*	*29.0*	*32.6*	*33.9*	*34.4*	*35.0*	*41.9*	*34.0*	*36.1*
Western	*30.3*	*44.4*	*48.0*	*45.5*	*49.0*	*43.8*	*48.6*	*49.6*	*47.3*	*44.3*	*47.4*
Wilfrid Laurier	*40.2*	*58.7*	*51.9*	*57.2*	*50.2*	*54.9*	*51.0*	*53.1*	*52.9*	*52.1*	*51.0*
Windsor	*23.8*	*44.1*	*39.9*	*43.8*	*42.8*	*39.9*	*37.5*	*39.8*	*40.9*	*42.4*	*40.5*
York	*18.5*	*35.0*	*42.3*	*40.3*	*39.9*	*43.1*	*43.0*	*42.4*	*43.6*	*40.0*	*41.7*
TOTAL	*24.5*	*44.3*	*46.1*	*45.7*	*45.6*	*46.7*	*47.2*	*47.6*	*48.5*	*47.7*	*49.5*

Table 3c
Doctoral Degrees Awarded by Institution. 1986 to 1995

Total	1972	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Brock											
Carleton	19	44	42	43	50	45	61	67	47	75	73
Guelph	33	60	67	68	69	66	77	92	75	90	115
Lakehead											
Laurentian											
McMaster	80	76	90	79	82	96	76	100	118	126	127
Nipissing											
Ottawa	54	68	76	83	93	90	102	98	113	104	98
Queen's	82	93	96	73	86	103	132	140	127	146	143
Ryerson											
Toronto	315	393	392	394	397	442	527	477	520	490	539
Trent											
Waterloo	117	107	110	121	107	99	84	131	138	159	160
Western	79	99	111	88	102	104	102	113	147	150	116
Wilfrid Laurier						1	1	1	4	5	8
Windsor	40	32	27	28	25	32	29	29	24	33	35
York	22	68	60	61	70	65	80	98	96	86	91
TOTAL	841	1,040	1,071	1,038	1,081	1,143	1,271	1,346	1,409	1,464	1,505

Table 3c
Doctoral Degrees Awarded by Institution. 1986 to 1995

Women	1972	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995
Brock											
Carleton		6	10	13	12	13	15	17	14	19	19
Guelph		10	19	26	19	15	11	23	25	21	29
Lakehead		-									
Laurentian											
McMaster	4	11	23	19	24	23	21	30	34	24	29
Nipissing											
Ottawa	9	12	26	27	29	36	39	36	40	39	41
Queen's	3	26	27	22	23	35	33	41	39	40	44
Ryerson											
Toronto	37	126	139	145	164	190	205	196	198	192	220
Trent											
Waterloo	5	18	19	33	23	16	27	33	33	35	31
Western	11	23	27	26	41	28	32	34	46	40	29
Wilfrid Laurier						1	1		2	2	4
Windsor	2	11	8	5	7	12	8	8	3	11	14
York	5	32	30	24	27	25	34	45	43	35	33
TOTAL	76	275	328	340	369	394	426	463	477	458	493

Percentage of Doctoral Degrees Awarded to Women

Brock											
Carleton		*13.6*	*23.8*	*30.2*	*24.0*	*28.9*	*24.6*	*25.4*	*29.8*	*25.3*	*26.0*
Guelph		*16.7*	*28.4*	*38.2*	*27.5*	*22.7*	*14.3*	*25.0*	*33.3*	*23.3*	*25.2*
Lakehead											
Laurentian											
McMaster	*5.0*	*14.5*	*25.6*	*24.1*	*29.3*	*24.0*	*27.6*	*30.0*	*28.8*	*19.0*	*22.8*
Nipissing											
Ottawa	*16.7*	*17.6*	*34.2*	*32.5*	*31.2*	*40.0*	*38.2*	*36.7*	*35.4*	*37.5*	*41.8*
Queen's	*3.7*	*28.0*	*28.1*	*30.1*	*26.7*	*34.0*	*25.0*	*29.3*	*30.7*	*27.4*	*30.8*
Ryerson											
Toronto	*11.7*	*32.1*	*35.5*	*36.8*	*41.3*	*43.0*	*38.9*	*41.1*	*38.1*	*39.2*	*40.8*
Trent											
Waterloo	*4.3*	*16.8*	*17.3*	*27.3*	*21.5*	*16.2*	*32.1*	*25.2*	*23.9*	*22.0*	*19.4*
Western	*13.9*	*23.2*	*24.3*	*29.5*	*40.2*	*26.9*	*31.4*	*30.1*	*31.3*	*26.7*	*25.0*
Wilfrid Laurier						*100.0*	*100.0*				*50.0*
Windsor	*5.0*	*34.4*	*29.6*	*17.9*	*28.0*	*37.5*	*27.6*	*27.6*	*12.5*	*33.3*	*40.0*
York	*22.7*	*47.1*	*50.0*	*39.3*	*38.6*	*38.5*	*42.5*	*45.9*	*44.8*	*40.7*	*36.3*
TOTAL	*9.0*	*26.4*	*30.6*	*32.8*	*34.1*	*34.5*	*33.5*	*34.4*	*33.9*	*31.3*	*32.8*

Section 4
Full-Time Faculty

This section presents data obtained from Statistics Canada which, like the data for its enrolment and graduation surveys, are obtained annually from Canadian institutions. As noted by Statistics Canada, the faculty survey is designed to collect information on the characteristics of full-time teachers in all Canadian degree-granting institutions.

Comparable data for most of these tables are available as of 1971-72 -- the exception is noted below. Note as well that the data on current full-time faculty do not distinguish among types of appointments, e.g., tenured or tenurable vs. contract or visiting.

Highlights:

- The "funnel" effect noted above continues, and is more marked, for female faculty.

- In the past decade, the total number of full-time faculty decreased by 3.0% and the number of women full-time faculty increased by 36.3%. ***Table 4a*** shows that in 1995-96, women constituted almost one quarter of the full-time faculty (24.5%), an increase from 1986-87 when they were 17.4% of the total and 1971-72 when they were 12.1%.

- Women faculty in 1995-96, according to ***Table 4b***, continue to be concentrated in three fields: Humanities and Related (23.2%), Social Science and Related (30.0%) and Health Professions and Occupations (21.0%) which together account for almost three-quarters (74.2%) of the full-time women faculty. Approximately the same total for these three fields can be observed for 1986-87 and, to a somewhat lesser extent (71.7%) in 1971-72.

- With respect to their representation in each field ***(Table 4c)*** women faculty in 1995-96 constituted between a quarter and a third of the total in all fields except Agricultural and Biological Sciences (21.2%), Engineering and Applied Science (6.9%) and Math and Physical Sciences (9.6%). Although the proportions are lower in every case, the same pattern may be found in the 1986-87 data, except that the proportion of women in Social Science and Related fields is considerably lower (17.6%) and similar to the proportion in Agricultural and Biological Sciences (16.3%). In 1971-72, women faculty's representation in all fields was between 10% and 19% except for Engineering & Applied Science (0.9%), and Math & Physical Sciences (3.4%).

- With respect to their representation in the upper ranks *(Full and Associate Professor)*, women faculty's numbers have increased considerably over the past decade. According to ***Table 4d***, in 1995-96, women faculty represent 11.7% of the *Full Professors* (in contrast to 5.8% in 1986-87 and 3.7% in 1971-72) and 25.2% of the *Associate Professors* (15.1% in 1986-87 and 8.5% in 1971-72). In 1995-96, 55.1% of women are found in the top two ranks as compared with 40.9% in 1986-87 and 26.5% in 1971-72.

- ***Tables 4e, 4f and 4g*** show *new full-time faculty appointments* from 1986-87 through 1995-96, by institution, by rank and by type of appointment and rank respectively. Although the proportion of *new full-time faculty appointments* filled by women increased between 1995-96 (38.0%) and 1986-87 (32.0%), and increased considerably since 1971-72 (16.7%), the most recent percentage represents a slight decrease over the previous year (-1.0%) and not much difference from the beginning of the 1990's.

- ***Table 4f*** shows that in 1995-96, almost 2/3 of the *new faculty appointments* of women were at the *Assistant Professor* rank (152 of 230 appointments) with another 11.7% hired at more senior ranks. This is in contrast to 1986-87 when only 48.6% were hired at *Assistant Professor* level and 8.8% at levels above that. In 1971-72, a little over 35% were hired at *Assistant Professor* rank and above, and the rest were hired at lower ranks.

- In ***Table 4g***, *type of appointment* appears for the first time as a variable in these tables with comparable data first becoming available for 1977-78. Looking at the data for all ranks combined, in 1995-96 less than half (47.5%) of the new appointments are for positions either *tenured* or *leading to tenure*. The majority are by and large one or another kind of *limited term appointment*. Of the tenurable new appointments, 39.9% were filled by women. Looked at another way, half the women faculty were hired into tenurable positions, and the other half into non-tenurable positions. In 1986-87, 35.4% of the new appointments were tenurable, 30.0% of these went to women and 33.1% of women were hired into tenurable positions. In 1977-78, the proportion of new appointments that were tenurable was roughly the same (30.9%) as in 1986-87, but the proportion of them filled by women (18.8%) was less. 23.9% of women were hired into tenurable positions that year.

- ***Table 4h*** shows that at every rank, female faculty continue to earn less than their male colleagues of the same rank. In the twenty-five years for which data are available, only the male-female salary gap for faculty in the *Rank Below Lecturer* has narrowed substantially.

Table 4a
Full-Time Faculty by Institution. 1986-87 to 1995-96

Total	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Brock	186	273	304	314	325	332	342	327	322	319	321
Carleton	578	685	685	699	710	732	700	742	735	735	724
Guelph	704	766	749	757	780	778	797	779	763	720	686
Lakehead	240	250	248	258	268	269	261	260	258	263	264
Laurentian	274	376	385	417	431	447	380	396	408	406	406
McMaster	683	1,013	1,004	1,028	1,056	1,052	1,049	1,051	1,024	1,009	1,010
Nipissing							68	69	67	66	68
O.I.S.E.	133	139	147	151	145	141	151	153	138	129	123
Ottawa	843	1,104	1,113	1,130	1,182	1,187	1,143	1,144	1,129	1,138	1,107
Queen's	773	1,006	1,031	1,061	1,058	1,065	1,035	1,014	997	842	843
Ryerson		677	681	693	742	660	568	560	545	515	524
Toronto	2,379	2,670	2,674	2,705	2,770	2,817	2,766	2,712	2,700	2,650	2,601
Trent	157	199	202	212	227	225	222	214	203	199	197
Waterloo	751	867	882	887	890	894	884	888	880	860	862
Western	1,167	1,565	1,593	1,605	1,612	1,624	1,539	1,539	1,498	1,492	1,486
Wilfrid Laurier	136	262	265	285	288	295	307	296	292	287	295
Windsor	477	534	521	519	525	517	507	512	504	492	478
York	867	1,117	1,098	1,127	1,128	1,147	1,143	1,133	1,125	1,095	1,102
Dominicain	32	23	23	24	24	24	28	28	27	25	24
TOTAL	10,380	13,526	13,605	13,872	14,161	14,206	13,890	13,817	13,615	13,242	13,121

Table 4a
Full-Time Faculty by Institution. 1986-87 to 1995-96

Women	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Brock	19	47	57	58	68	79	84	83	84	84	87
Carleton	71	105	107	115	121	139	151	165	172	173	172
Guelph	83	109	103	117	126	127	141	141	144	147	143
Lakehead	34	33	38	41	41	44	42	45	48	53	55
Laurentian	32	74	80	90	103	112	94	96	107	113	113
McMaster	62	163	176	189	206	222	229	233	231	237	254
Nipissing							19	21	19	19	20
O.I.S.E.	12	37	38	42	43	46	49	49	45	42	42
Ottawa	130	205	231	244	264	284	271	282	284	284	283
Queen's	51	129	154	166	178	184	184	189	196	186	200
Ryerson		199	198	206	242	212	173	175	174	162	175
Toronto	343	515	523	551	574	606	598	607	597	623	634
Trent	14	32	36	47	52	56	56	52	50	53	54
Waterloo	45	94	102	107	109	117	123	132	144	140	143
Western	155	258	269	284	304	314	286	287	285	290	299
Wilfrid Laurier	22	47	46	58	60	62	69	61	63	65	77
Windsor	49	71	74	76	96	103	104	119	124	126	121
York	139	234	223	250	265	287	299	307	314	326	333
Dominicain		3	3	3	4	4	4	4	4	4	4
TOTAL	1,261	2,355	2,458	2,644	2,856	2,998	2,976	3,048	3,085	3,127	3,209

Percentage of Full-time Faculty that are Women

Brock	*10.2*	*17.2*	*18.8*	*18.5*	*20.9*	*23.8*	*24.6*	*25.4*	*26.1*	*26.3*	*27.1*
Carleton	*12.3*	*15.3*	*15.6*	*16.5*	*17.0*	*19.0*	*21.6*	*22.2*	*23.4*	*23.5*	*23.8*
Guelph	*11.8*	*14.2*	*13.8*	*15.5*	*16.2*	*16.3*	*17.7*	*18.1*	*18.9*	*20.4*	*20.8*
Lakehead	*14.2*	*13.2*	*15.3*	*15.9*	*15.3*	*16.4*	*16.1*	*17.3*	*18.6*	*20.2*	*20.8*
Laurentian	*11.7*	*19.7*	*20.8*	*21.6*	*23.9*	*25.1*	*24.7*	*24.2*	*26.2*	*27.8*	*27.8*
McMaster	*9.1*	*16.1*	*17.5*	*18.4*	*19.5*	*21.1*	*21.8*	*22.2*	*22.6*	*23.5*	*25.1*
Nipissing							*27.9*	*30.4*	*28.4*	*28.8*	*29.4*
O.I.S.E.	*9.0*	*26.6*	*25.9*	*27.8*	*29.7*	*32.6*	*32.5*	*32.0*	*32.6*	*32.6*	*34.1*
Ottawa	*15.4*	*18.6*	*20.8*	*21.6*	*22.3*	*23.9*	*23.7*	*24.7*	*25.2*	*25.0*	*25.6*
Queen's	*6.6*	*12.8*	*14.9*	*15.6*	*16.8*	*17.3*	*17.8*	*18.6*	*19.7*	*22.1*	*23.7*
Ryerson		*29.4*	*29.1*	*29.7*	*32.6*	*32.1*	*30.5*	*31.3*	*31.9*	*31.5*	*33.4*
Toronto	*14.4*	*19.3*	*19.6*	*20.4*	*20.7*	*21.5*	*21.6*	*22.4*	*22.1*	*23.5*	*24.4*
Trent	*8.9*	*16.1*	*17.8*	*22.2*	*22.9*	*24.9*	*25.2*	*24.3*	*24.6*	*26.6*	*27.4*
Waterloo	*6.0*	*10.8*	*11.6*	*12.1*	*12.2*	*13.1*	*13.9*	*14.9*	*16.4*	*16.3*	*16.6*
Western	*13.3*	*16.5*	*16.9*	*17.7*	*18.9*	*19.3*	*18.6*	*18.6*	*19.0*	*19.4*	*20.1*
Wilfrid Laurier	*16.2*	*17.9*	*17.4*	*20.4*	*20.8*	*21.0*	*22.5*	*20.6*	*21.6*	*22.6*	*26.1*
Windsor	*10.3*	*13.3*	*14.2*	*14.6*	*18.3*	*19.9*	*20.5*	*23.2*	*24.6*	*25.6*	*25.3*
York	*16.0*	*20.9*	*20.3*	*22.2*	*23.5*	*25.0*	*26.2*	*27.1*	*27.9*	*29.8*	*30.2*
Dominicain	*0.0*	*13.0*	*13.0*	*12.5*	*16.7*	*16.7*	*14.3*	*14.3*	*14.8*	*16.0*	*16.7*
TOTAL	*12.1*	*17.4*	*18.1*	*19.1*	*20.2*	*21.1*	*21.4*	*22.1*	*22.7*	*23.6*	*24.5*

Table 4b
Full-Time Faculty by Field and Gender. 1986-87 to 1995-96

Total	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Education	727	854	859	873	898	904	866	862	815	786	765
Fine & App. Arts	274	521	512	535	576	571	525	513	498	477	482
Humanities & Rel.	2,565	2,644	2,618	2,673	2,751	2,772	2,653	2,637	2,533	2,472	2,452
Social Science & Rel.	2,509	3,598	3,660	3,720	3,780	3,781	3,723	3,728	3,689	3,648	3,672
Agric. & Biological Sci.	695	777	761	749	791	795	800	790	777	741	718
Engineering & App. Sci.	793	1,024	1,027	1,044	1,055	1,050	1,010	1,017	1,024	1,014	975
Health Prof. & Occup.	1,226	2,201	2,234	2,259	2,403	2,449	2,379	2,440	2,409	2,313	2,253
Math & Physical Sci.	1,393	1,763	1,753	1,770	1,814	1,804	1,776	1,777	1,746	1,706	1,677
Not Reported	214	144	181	249	93	80	158	53	124	85	127
TOTAL	10,396	13,526	13,605	13,872	14,161	14,206	13,890	13,817	13,615	13,242	13,121

Table 4b
Full-Time Faculty by Field and Gender. 1986-87 to 1995-96

Women

Field	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Education	120	192	216	238	267	272	255	268	266	261	260
Fine & App. Arts	42	120	121	143	161	167	155	152	149	152	156
Humanities & Rel.	434	596	588	622	694	748	732	747	731	730	744
Social Science & Rel.	244	635	675	721	775	810	827	860	895	921	964
Agric. & Biological Sci.	106	127	126	126	137	136	144	147	149	151	152
Engineering & App. Sci.	7	25	31	42	47	50	49	57	62	63	67
Health Prof. & Occup.	227	526	556	578	622	656	624	663	664	677	673
Math & Physical Sci.	48	107	111	116	130	140	137	141	145	150	161
Not Reported	33	27	34	58	23	19	53	13	24	22	32
TOTAL	1,261	2,355	2,458	2,644	2,856	2,998	2,976	3,048	3,085	3,127	3,209

Men

Education	607	662	643	635	631	632	611	594	549	525	505
Fine & App. Arts	232	401	391	392	415	404	370	361	349	325	326
Humanities & Rel.	2,131	2,048	2,030	2,051	2,057	2,024	1,921	1,890	1,802	1,742	1,708
Social Science & Rel.	2,265	2,963	2,985	2,999	3,005	2,971	2,896	2,868	2,794	2,727	2,708
Agric. & Biological Sci.	589	650	635	623	654	659	656	643	628	590	566
Engineering & App. Sci.	788	999	996	1,002	1,008	1,000	961	960	962	951	908
Health Prof. & Occup.	999	1,675	1,678	1,681	1,781	1,793	1,755	1,777	1,745	1,636	1,580
Math & Physical Sci.	1,345	1,656	1,642	1,654	1,684	1,664	1,639	1,636	1,601	1,556	1,516
Not Reported	181	117	147	191	70	61	105	40	100	63	95
TOTAL	9,135	11,171	11,147	11,228	11,305	11,208	10,914	10,769	10,530	10,115	9,912

Table 4b
Full-Time Faculty by Field and Gender. 1986-87 to 1995-96

Percentage of Full-Time Faculty that are Women

Field	*1971-72*	*1986-87*	*1987-88*	*1988-89*	*1989-90*	*1990-91*	*1991-92*	*1992-93*	*1993-94*	*1994-95*	*1995-96*
Education	9.5	8.2	8.8	9.0	9.3	9.1	8.6	8.8	8.6	8.3	8.1
Fine & Applied Arts	3.3	5.1	4.9	5.4	5.6	5.6	5.2	5.0	4.8	4.9	4.9
Humanities & Related	34.4	25.3	23.9	23.5	24.3	24.9	24.6	24.5	23.7	23.3	23.2
Social Science & Related	19.3	27.0	27.5	27.3	27.1	27.0	27.8	28.2	29.0	29.5	30.0
Agric. & Biological Sci.	8.4	5.4	5.1	4.8	4.8	4.5	4.8	4.8	4.8	4.8	4.7
Engineering & Applied Sc	0.6	1.1	1.3	1.6	1.6	1.7	1.6	1.9	2.0	2.0	2.1
Health Prof. & Occup.	18.0	22.3	22.6	21.9	21.8	21.9	21.0	21.8	21.5	21.7	21.0
Math & Physical Science	3.8	4.5	4.5	4.4	4.6	4.7	4.6	4.6	4.7	4.8	5.0
Not Reported	2.6	1.1	1.4	2.2	0.8	0.6	1.8	0.4	0.8	0.7	1.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Percentage of Full-Time Faculty that are Men

Education	6.6	5.9	5.8	5.7	5.6	5.6	5.6	5.5	5.2	5.2	5.1
Fine & Applied Arts	2.5	3.6	3.5	3.5	3.7	3.6	3.4	3.4	3.3	3.2	3.3
Humanities & Related	23.3	18.3	18.2	18.3	18.2	18.1	17.6	17.6	17.1	17.2	17.2
Social Science & Related	24.8	26.5	26.8	26.7	26.6	26.5	26.5	26.6	26.5	27.0	27.3
Agric. & Biological Sci.	6.4	5.8	5.7	5.5	5.8	5.9	6.0	6.0	6.0	5.8	5.7
Engineering & Applied Sc	8.6	8.9	8.9	8.9	8.9	8.9	8.8	8.9	9.1	9.4	9.2
Health Prof. & Occup.	10.9	15.0	15.1	15.0	15.8	16.0	16.1	16.5	16.6	16.2	15.9
Math & Physical Science	14.7	14.8	14.7	14.7	14.9	14.8	15.0	15.2	15.2	15.4	15.3
Not Reported	2.0	1.0	1.3	1.7	0.6	0.5	1.0	0.4	0.9	0.6	1.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 4c
Percentage Distribution of Full-time Faculty that are Women within each Field. 1986-87 to 1995-96

Field	*1971-72*	*1986-87*	*1987-88*	*1988-89*	*1989-90*	*1990-91*	*1991-92*	*1992-93*	*1993-94*	*1994-95*	*1995-96*
Education	*16.5*	*22.5*	*25.1*	*27.3*	*29.7*	*30.1*	*29.4*	*31.1*	*32.6*	*33.2*	*34.0*
Fine & Applied Arts	*15.3*	*23.0*	*23.6*	*26.7*	*28.0*	*29.2*	*29.5*	*29.6*	*29.9*	*31.9*	*32.4*
Humanities & Related	*16.9*	*22.5*	*22.5*	*23.3*	*25.2*	*27.0*	*27.6*	*28.3*	*28.9*	*29.5*	*30.3*
Social Sci. & Related	*9.7*	*17.6*	*18.4*	*19.4*	*20.5*	*21.4*	*22.2*	*23.1*	*24.3*	*25.2*	*26.3*
Agric. & Biological Sci.	*15.3*	*16.3*	*16.6*	*16.8*	*17.3*	*17.1*	*18.0*	*18.6*	*19.2*	*20.4*	*21.2*
Engineering & Applied Sc	*0.9*	*2.4*	*3.0*	*4.0*	*4.5*	*4.8*	*4.9*	*5.6*	*6.1*	*6.2*	*6.9*
Health Prof. & Occup.	*18.5*	*23.9*	*24.9*	*25.6*	*25.9*	*26.8*	*26.2*	*27.2*	*27.6*	*29.3*	*29.9*
Math & Physical Science	*3.4*	*6.1*	*6.3*	*6.6*	*7.2*	*7.8*	*7.7*	*7.9*	*8.3*	*8.8*	*9.6*
Not Reported	*15.4*	*18.8*	*18.8*	*23.3*	*24.7*	*23.8*	*33.5*	*24.5*	*19.4*	*25.9*	*25.2*
TOTAL	*12.1*	*17.4*	*18.1*	*19.1*	*20.2*	*21.1*	*21.4*	*22.1*	*22.7*	*23.6*	*24.5*

Table 4d
Full-Time Faculty by Rank and Gender, 1986-87 to 1995-96

Total

Rank	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Full Professor	2,405	4,630	4,673	4,712	4,762	4,847	5,406	5,407	5,357	5,280	5,217
Associate Professor	2,896	4,598	4,594	4,626	4,648	4,640	4,585	4,646	4,660	4,604	4,612
Assistant Professor	3,579	2,736	2,810	2,946	3,053	3,125	3,116	3,007	2,865	2,690	2,668
Lecturer	1,171	612	633	656	672	651	569	543	535	490	454
Rank below preceding	192	126	120	128	156	164	124	120	122	119	121
Other	153	824	775	804	870	779	90	94	76	59	49
TOTAL	10,396	13,526	13,605	13,872	14,161	14,206	13,890	13,817	13,615	13,242	13,121

Table 4d
Full-Time Faculty by Rank and Gender. 1986-87 to 1995-96

Women

Rank	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Full Professor	88	269	289	298	308	341	524	534	565	592	608
Associate Professor	246	695	712	759	824	877	917	987	1,048	1,094	1,160
Assistant Professor	485	781	832	929	989	1,084	1,113	1,130	1,084	1,086	1,103
Lecturer	331	288	327	338	355	335	312	291	288	260	248
Rank below preceding	91	63	62	66	82	91	68	66	70	70	70
Other	20	259	236	254	298	270	42	40	30	25	20
TOTAL	1,261	2,355	2,458	2,644	2,856	2,998	2,976	3,048	3,085	3,127	3,209

Men

Full Professor	2,317	4,361	4,384	4,414	4,454	4,506	4,882	4,873	4,792	4,688	4,609
Associate Professor	2,650	3,903	3,882	3,867	3,824	3,763	3,668	3,659	3,612	3,510	3,452
Assistant Professor	3,094	1,955	1,978	2,017	2,064	2,041	2,003	1,877	1,781	1,604	1,565
Lecturer	840	324	306	318	317	316	257	252	247	230	206
Rank below preceding	101	63	58	62	74	73	56	54	52	49	51
Other	133	565	539	550	572	509	48	54	46	34	29
TOTAL	9,135	11,171	11,147	11,228	11,305	11,208	10,914	10,769	10,530	10,115	9,912

Chart 4

Percentage of Full-time Women Faculty by Rank. 1986-87 and 1995-96

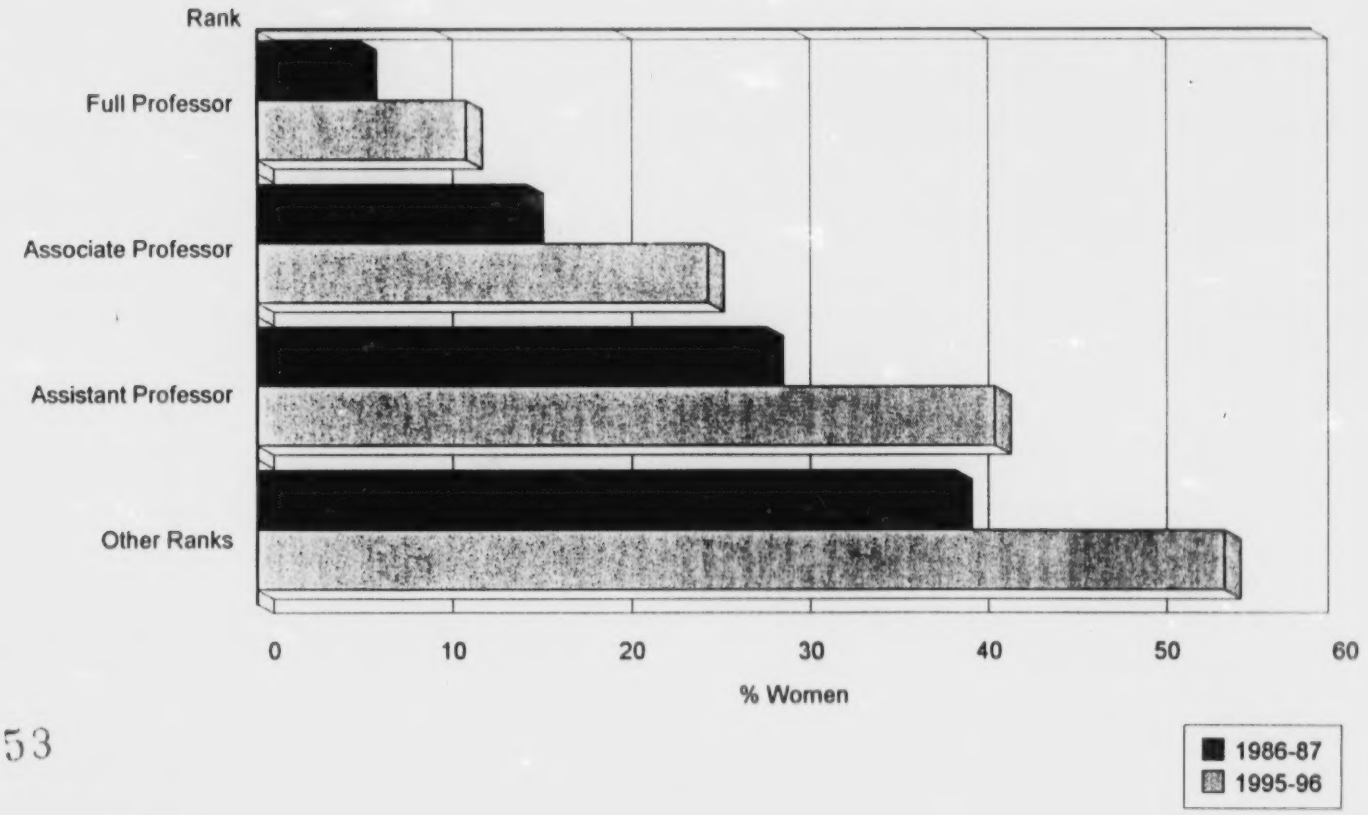


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Table 4d
Full-Time Faculty by Rank and Gender. 1986-87 to 1995-96

Percentage Distribution of Full-time Faculty that are Women

Rank	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Full Professor	3.7	5.8	6.2	6.3	6.5	7.0	9.7	9.9	10.5	11.2	11.7
Associate Professor	8.5	15.1	15.5	16.4	17.7	18.9	20.0	21.2	22.5	23.8	25.2
Assistant Professor	13.6	28.5	29.6	31.5	32.4	34.7	35.7	37.6	37.8	40.4	41.3
Lecturer	28.3	47.1	51.7	51.5	52.8	51.5	54.8	53.6	53.8	53.1	54.6
Rank below preceding	47.4	50.0	51.7	51.6	52.6	55.5	54.8	55.0	57.4	58.8	57.9
Other	13.1	31.4	30.5	31.6	34.3	34.7	46.7	42.6	39.5	42.4	40.8
TOTAL	12.1	17.4	18.1	19.1	20.2	21.1	21.4	22.1	22.7	23.6	24.5

Percentage Distribution of Full-time Faculty that are Men

Full Professor	96.3	94.2	93.8	93.7	93.5	93.0	90.3	90.1	89.5	88.8	88.3
Associate Professor	91.5	84.9	84.5	83.6	82.3	81.1	80.0	78.8	77.5	76.2	74.8
Assistant Professor	86.4	71.5	70.4	68.5	67.6	65.3	64.3	62.4	62.2	59.6	58.7
Lecturer	71.7	52.9	48.3	48.5	47.2	48.5	45.2	46.4	46.2	46.9	45.4
Rank below preceding	52.6	50.0	48.3	48.4	47.4	44.5	45.2	45.0	42.6	41.2	42.1
Other	86.9	68.6	69.5	68.4	65.7	65.3	53.3	57.4	60.5	57.6	59.2
TOTAL	87.9	82.6	81.9	80.9	79.8	78.9	78.6	77.9	77.3	76.4	75.5

Table 4e
New Full-Time Faculty Appointments by Institution. 1986-87 to 1995-96

Total	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Brock	35	23	41	26	36	28	33	14	15	7	19
Carleton	80	48	45	55	36	45	39	29	17	17	17
Guelph	37	58	44	50	52	41	44	17	8	11	14
Lakehead	37	18	19	28	20	18	14	10	6	10	11
Laurentian	56	28	44	42	54	48	39	30	33	24	17
McMaster	107	57	57	92	101	56	48	37	36	42	40
Nipissing							9	7	5	6	6
O.I.S.E.	5	5	11	6	1	3	15	5	-	-	3
Ottawa	123	114	93	91	128	111	66	91	56	50	46
Queen's	76	67	72	90	66	59	52	36	44	38	41
Ryerson		19	51	72	99	34	9	13	13	-	13
Toronto [1]	257	193	176	219	301	231	188	198	201	242	194
Trent	28	14	30	31	41	34	21	5	2	6	6
Waterloo [2]	124	50	53	51	38	49	54	47	26	29	24
Western	171	144	146	136	161	132	85	89	80	81	79
Wilfrid Laurier	20	33	33	40	33	32	34	19	23	24	28
Windsor	43	39	19	31	38	25	21	20	23	18	7
York	206	78	76	88	75	75	57	41	56	33	39
Dominicain	-	2	1	1	3	-	5	-	1	1	2
TOTAL	1,405	990	1,011	1,149	1,283	1,021	833	708	645	639	606

Table 4e

New Full-Time Faculty Appointments by Institution. 1986-87 to 1995-96

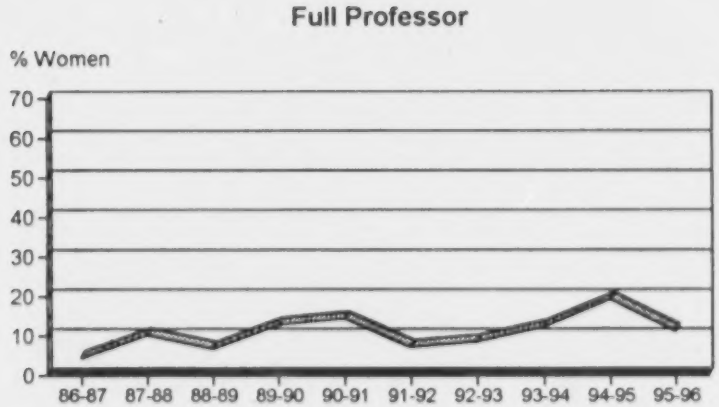
Women	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Brock	6	7	12	6	15	19	15	8	7	2	9
Carleton	13	17	6	15	9	20	22	11	9	6	4
Guelph	3	18	15	26	18	16	21	9	3	7	3
Lakehead	7	4	11	7	3	8	4	4	3	5	3
Laurentian	6	14	17	14	26	17	12	6	18	10	6
McMaster	16	13	21	29	32	29	23	15	18	20	20
Nipissing							5	4	1	3	2
O.I.S.E.	-	5	4	5	1	2	6	1	-	-	2
Ottawa	28	42	46	36	43	42	19	36	25	20	22
Queen's	8	19	30	33	27	19	21	16	15	16	19
Ryerson	-	9	19	33	50	20	5	7	3	-	10
Toronto [1]	56	58	52	75	79	85	61	65	51	82	62
Trent	2	7	10	18	15	17	10	2	2	3	4
Waterloo [2]	10	10	14	11	9	14	16	15	10	4	9
Western	32	42	45	48	63	55	31	27	31	30	22
Wilfrid Laurier	5	13	9	15	15	11	16	7	7	12	16
Windsor	6	7	7	10	23	16	8	14	13	7	3
York	37	31	30	39	36	38	32	25	25	22	14
Dominicain	-	1	-	-	1	-	1	-	-	-	-
TOTAL	235	317	348	420	465	428	328	272	241	249	230

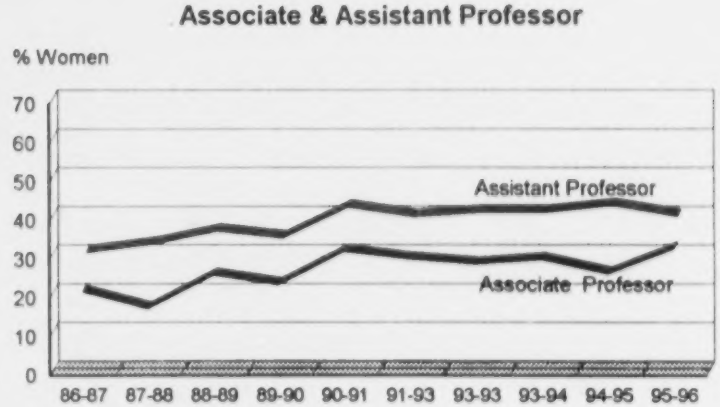
Percent of New Full-time Faculty Appointments that are Women

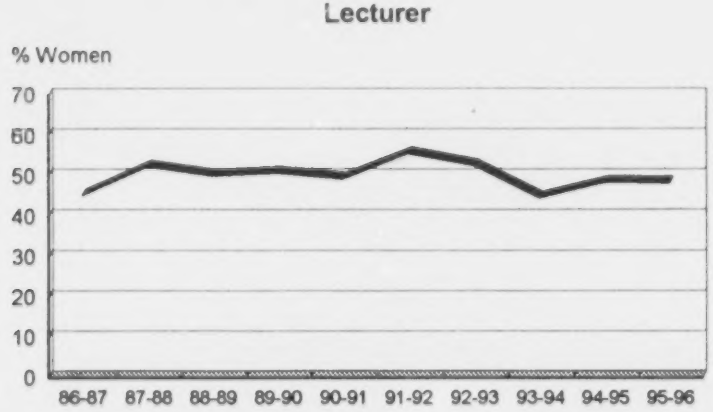
Brock	*17.1*	*30.4*	*29.3*	*23.1*	*41.7*	*67.9*	*45.5*	*57.1*	*46.7*	*28.6*	*47.4*
Carleton	*16.3*	*35.4*	*13.3*	*27.3*	*25.0*	*44.4*	*56.4*	*37.9*	*52.9*	*35.3*	*23.5*
Guelph	*8.1*	*31.0*	*34.1*	*52.0*	*34.6*	*39.0*	*47.7*	*52.9*	*37.5*	*63.6*	*21.4*
Lakehead	*18.9*	*22.2*	*57.9*	*25.0*	*15.0*	*44.4*	*28.6*	*40.0*	*50.0*	*50.0*	*27.3*
Laurentian	*10.7*	*50.0*	*38.6*	*33.3*	*48.1*	*35.4*	*30.8*	*20.0*	*54.5*	*41.7*	*35.3*
McMaster	*15.0*	*22.8*	*36.8*	*31.5*	*31.7*	*51.8*	*47.9*	*40.5*	*50.0*	*47.6*	*50.0*
Nipissing							*55.6*	*57.1*	*20.0*	*50.0*	*33.3*
O.I.S.E.	-	*100.0*	*36.4*	*83.3*	*100.0*	*66.7*	*40.0*	*20.0*	-	-	*66.7*
Ottawa	*22.8*	*36.8*	*49.5*	*39.6*	*33.6*	*37.8*	*28.8*	*39.6*	*44.6*	*40.0*	*47.8*
Queen's	*10.5*	*28.4*	*41.7*	*36.7*	*40.9*	*32.2*	*40.4*	*44.4*	*34.1*	*42.1*	*46.3*
Ryerson	-	*47.4*	*37.3*	*45.8*	*50.5*	*58.8*	*55.6*	*53.8*	*23.1*	-	*76.9*
Toronto [1]	*21.8*	*30.1*	*29.5*	*34.2*	*26.2*	*36.8*	*32.4*	*32.8*	*25.4*	*33.9*	*32.0*
Trent	*7.1*	*50.0*	*33.3*	*58.1*	*36.6*	*50.0*	*47.6*	*40.0*	*100.0*	*50.0*	*66.7*
Waterloo [2]	*8.1*	*20.0*	*26.4*	*21.6*	*23.7*	*28.6*	*29.6*	*31.9*	*38.5*	*13.8*	*37.5*
Western	*18.7*	*29.2*	*30.8*	*35.3*	*39.1*	*41.7*	*36.5*	*30.3*	*38.8*	*37.0*	*27.8*
Wilfrid Laurier	*25.0*	*39.4*	*27.3*	*37.5*	*45.5*	*34.4*	*47.1*	*36.8*	*30.4*	*50.0*	*57.1*
Windsor	*14.0*	*17.9*	*36.8*	*32.3*	*60.5*	*64.0*	*38.1*	*70.0*	*56.5*	*38.9*	*42.9*
York	*18.0*	*39.7*	*39.5*	*44.3*	*48.0*	*50.7*	*56.1*	*61.0*	*44.6*	*66.7*	*35.9*
Dominicain	-	*50.0*	-	-	*33.3*	-	*20.0*	-	-	-	-
TOTAL	*16.7*	*32.0*	*34.4*	*36.6*	*36.2*	*41.9*	*39.4*	*38.4*	*37.4*	*39.0*	*38.0*

Chart 5

Percentage of New Full-Time Women Faculty by Rank. 1986-87 to 1995-96







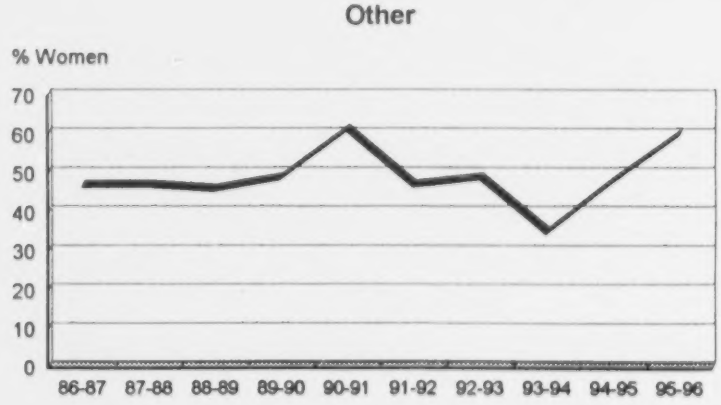


Table 4f
New Full-Time Faculty Appointments by Rank. 1986-87 to 1995-96

Total	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Full Professor	121	66	77	74	100	82	55	68	56	67	53
Associate Professor	176	115	116	104	128	100	83	80	70	76	64
Assistant Professor	550	514	497	624	636	542	514	413	374	380	387
Lecturer	360	175	199	200	223	197	151	114	119	91	87
Other [1]	198	120	122	147	196	100	30	33	26	25	15
TOTAL	1,405	990	1,011	1,149	1,283	1,021	833	708	645	639	606

Table 4f
New Full-Time Faculty Appointments by Rank. 1986-87 to 1995-96

Women	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Full Professor	2	3	8	5	13	12	4	6	7	13	6
Associate Professor	15	25	20	27	30	32	25	23	21	20	21
Assistant Professor	66	154	159	221	214	226	201	167	151	160	152
Lecturer	100	79	104	100	113	97	84	60	53	44	42
Other [1]	52	56	57	67	95	61	14	16	9	12	9
TOTAL	235	317	348	420	465	428	328	272	241	249	230

Percentage of New Full-time Faculty Appointments that are Women

Full Professor	*1.7*	*4.5*	*10.4*	*6.8*	*13.0*	*14.6*	*7.3*	*8.8*	*12.5*	*19.4*	*11.3*
Associate Professor	*8.5*	*21.7*	*17.2*	*26.0*	*23.4*	*32.0*	*30.1*	*28.8*	*30.0*	*26.3*	*32.8*
Assistant Professor	*12.0*	*30.0*	*32.0*	*35.4*	*33.6*	*41.7*	*39.1*	*40.4*	*40.4*	*42.1*	*39.3*
Lecturer	*27.8*	*45.1*	*52.3*	*50.0*	*50.7*	*49.2*	*55.6*	*52.6*	*44.5*	*48.4*	*48.3*
Other [1]	*26.3*	*46.7*	*46.7*	*45.6*	*48.5*	*61.0*	*46.7*	*48.5*	*34.6*	*48.0*	*60.0*
TOTAL	*16.7*	*32.0*	*34.4*	*36.6*	*36.2*	*41.9*	*39.4*	*38.4*	*37.4*	*39.0*	*38.0*

Table 4g

New Full-Time Faculty, by Type of Appointment and Rank. 1986-87 to 1995-96

Total	1977-78	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
FULL PROFESSOR											
Tenured	26	31	37	36	58	45	35	42	30	41	33
Leading to Tenure	10	11	8	9	6	4	8	5	3	4	
Contract	13	10	12	15	21	12	6	16	13	19	8
Visitors	18	14	20	14	14	21	5	4	8	3	9
Continuing					1		1	1	2		3
TOTAL	**67**	**66**	**77**	**74**	**100**	**82**	**55**	**68**	**56**	**67**	**53**
ASSOCIATE PROFESSOR											
Tenured	11	18	11	20	34	20	20	17	12	14	23
Leading to Tenure	56	51	67	48	57	44	41	33	20	18	24
Contract	43	34	26	23	26	24	19	28	32	43	16
Visitors	20	12	12	13	11	12	3	2	6		
Continuing										1	1
TOTAL	**130**	**115**	**116**	**104**	**128**	**100**	**83**	**80**	**70**	**76**	**64**
ASSISTANT PROFESSOR											
Tenured	2	6	1	3	5	1	6	1	7	3	3
Leading to Tenure	139	187	229	270	267	250	254	194	182	173	185
Contract	232	304	245	335	339	281	238	214	176	200	192
Visitors	31	16	22	16	24	10	5	3	6	4	3
Continuing		1			1		11	1	3		4
TOTAL	**404**	**514**	**497**	**624**	**636**	**542**	**514**	**413**	**374**	**380**	**387**
LECTURER											
Tenured	2								1		
Leading to Tenure	37	17	23	31	36	28	34	25	24	13	17
Contract	181	155	174	166	185	167	115	88	92	78	70
Visitors	6	2	2	2	1	2	2	1	1		
Continuing		1		1	1				1		
TOTAL	**226**	**175**	**199**	**200**	**223**	**197**	**151**	**114**	**119**	**91**	**87**
NEXT RANK											
Tenured											
Leading to Tenure	1	2	1	1	1		2	2			2
Contract	47	33	42	36	48	36	14	11	14	14	10
Visitors											1
Continuing											
TOTAL	**48**	**35**	**43**	**37**	**49**	**36**	**16**	**13**	**14**	**14**	**13**
OTHER											
Tenured	2			1							
Leading to Tenure	11	27	14	27	28	7			1	2	1
Contract	66	33	53	67	91	38	11	14	7	6	1
Visitors	5	25	11	15	28	19	3	6	4	3	
Continuing			1								
TOTAL	**84**	**85**	**79**	**110**	**147**	**64**	**14**	**20**	**12**	**11**	**2**
TOTAL											
Tenured	43	55	49	60	97	66	61	60	50	58	59
Leading to Tenure	254	295	342	386	395	333	339	259	230	210	229
Contract	582	569	552	642	710	558	403	371	334	360	297
Visitors	80	69	67	60	78	64	18	16	25	10	13
Continuing		2	1	1	3		12	2	6	1	8
TOTAL	**959**	**990**	**1,011**	**1,149**	**1,283**	**1,021**	**833**	**708**	**645**	**639**	**606**

Table 4g
New Full-Time Faculty, by Type of Appointment and Rank. 1986-87 to 1995-96

Women	1977-78	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
FULL PROFESSOR											
Tenured	3	3	2	4	8	8	4	4	3	8	5
Leading to Tenure	1		1	1	1	1			2	2	
Contract	1		4		1				1	2	
Visitors			1		3	3		2		1	1
Continuing									1		
TOTAL	**5**	**3**	**8**	**5**	**13**	**12**	**4**	**6**	**7**	**13**	**6**
ASSOCIATE PROFESSOR											
Tenured		4	2	3	9	7	9	4	3	6	11
Leading to Tenure	6	14	11	16	15	17	15	8	8	7	6
Contract	7	6	7	8	5	5	1	11	7	6	4
Visitors	4	1			1	3			3		
Continuing										1	
TOTAL	**17**	**25**	**20**	**27**	**30**	**32**	**25**	**23**	**21**	**20**	**21**
ASSISTANT PROFESSOR											
Tenured	1	1		2		1	2		3		2
Leading to Tenure	32	58	76	107	99	112	109	85	76	84	79
Contract	44	94	77	109	107	112	85	79	70	75	67
Visitors	3	1	6	3	8	1	2	2	1	1	2
Continuing							3	1	1		2
TOTAL	**80**	**154**	**159**	**221**	**214**	**226**	**201**	**167**	**151**	**160**	**152**
LECTURER											
Tenured											
Leading to Tenure	10	6	16	16	20	12	23	19	11	6	10
Contract	74	72	86	84	92	84	60	41	41	38	32
Visitors	5		2		1	1	1				
Continuing		1							1		
TOTAL	**89**	**79**	**104**	**100**	**113**	**97**	**84**	**60**	**53**	**44**	**42**
NEXT RANK											
Tenured											
Leading to Tenure	1	1		1			2	2			2
Contract	22	18	25	17	26	26	9	5	6	8	6
Visitors											
Continuing											
TOTAL	**23**	**19**	**25**	**18**	**26**	**26**	**11**	**7**	**6**	**8**	**8**
OTHER											
Tenured											
Leading to Tenure	2	18	4	12	13	4			1	2	
Contract	18	15	24	33	48	22	3	4	2	2	1
Visitors		4	4	4	8	9		5			
Continuing											
TOTAL	**20**	**37**	**32**	**49**	**69**	**35**	**3**	**9**	**3**	**4**	**1**
TOTAL											
Tenured	4	8	4	9	17	16	15	8	9	14	18
Leading to Tenure	52	97	108	153	148	146	149	114	98	101	97
Contract	166	205	223	251	279	249	158	140	127	131	110
Visitors	12	6	13	7	21	17	3	9	4	2	3
Continuing		1					3	1	3	1	2
TOTAL	**234**	**317**	**348**	**420**	**465**	**428**	**328**	**272**	**241**	**249**	**230**

Table 4g
New Full-Time Faculty, by Type of Appointment and Rank. 1986-87 to 1995-96

Percentage of New Full-time Faculty that are Women

	1977-78	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
FULL PROFESSOR											
Tenured	11.5	9.7	5.4	11.1	13.8	17.8	11.4	9.5	10.0	19.5	15.2
Leading to Tenure	10.0		12.5	11.1	16.7	25.0			66.7	50.0	
Contract	7.7		33.3		4.8				7.7	10.5	
Visitors			5.0		21.4	14.3		50.0		33.3	11.1
Continuing									50.0		
TOTAL	**7.5**	**4.5**	**10.4**	**6.8**	**13.0**	**14.6**	**7.3**	**8.8**	**12.5**	**19.4**	**11.3**
ASSOCIATE PROFESSOR											
Tenured		22.2	18.2	15.0	26.5	35.0	45.0	23.5	25.0	42.9	47.8
Leading to Tenure	10.7	27.5	16.4	33.3	26.3	38.6	36.6	24.2	40.0	38.9	25.0
Contract	16.3	17.6	26.9	34.8	19.2	20.8	5.3	39.3	21.9	14.0	25.0
Visitors	20.0	8.3			9.1	25.0			50.0		
Continuing										100.0	
TOTAL	**13.1**	**21.7**	**17.2**	**26.0**	**23.4**	**32.0**	**30.1**	**28.8**	**30.0**	**26.3**	**32.8**
ASSISTANT PROFESSOR											
Tenured	50.0	16.7		66.7		100.0	33.3		42.9		66.7
Leading to Tenure	23.0	31.0	33.2	39.6	37.1	44.8	42.9	43.8	41.8	48.6	42.7
Contract	19.0	30.9	31.4	32.5	31.6	39.9	35.7	36.9	39.8	37.5	34.9
Visitors	9.7	6.3	27.3	18.8	33.3	10.0	40.0	66.7	16.7	25.0	66.7
Continuing							27.3	100.0	33.3		50.0
TOTAL	**19.8**	**30.0**	**32.0**	**35.4**	**33.6**	**41.7**	**39.1**	**40.4**	**40.4**	**42.1**	**39.3**
LECTURER											
Tenured											
Leading to Tenure	27.0	35.3	69.6	51.6	55.6	42.9	67.6	76.0	45.8	46.2	58.8
Contract	40.9	46.5	49.4	50.6	49.7	50.3	52.2	46.6	44.6	48.7	45.7
Visitors	83.3		100.0		100.0	50.0	50.0				
Continuing		100.0							100.0		
TOTAL	**39.4**	**45.1**	**52.3**	**50.0**	**50.7**	**49.2**	**55.6**	**52.6**	**44.5**	**48.4**	**48.3**
NEXT RANK											
Tenured											
Leading to Tenure	100.0	50.0		100.0			100.0	100.0			100.0
Contract	46.8	54.5	59.5	47.2	54.2	72.2	64.3	45.5	42.9	57.1	60.0
Visitors											
Continuing											
TOTAL	**47.9**	**54.3**	**58.1**	**48.6**	**53.1**	**72.2**	**68.8**	**53.8**	**42.9**	**57.1**	**61.5**
OTHER											
Tenured											
Leading to Tenure	18.2	66.7	28.6	44.4	46.4	57.1			100.0	100.0	
Contract	27.3	45.5	45.3	49.3	52.7	57.9	27.3	28.6	28.6	33.3	100.0
Visitors		16.0	36.4	26.7	28.6	47.4		83.3			
Continuing											
TOTAL	**23.8**	**43.5**	**40.5**	**44.5**	**46.9**	**54.7**	**21.4**	**45.0**	**25.0**	**36.4**	**50.0**
TOTAL											
Tenured	9.3	14.5	8.2	15.0	17.5	24.2	24.6	13.3	18.0	24.1	30.5
Leading to Tenure	20.5	32.9	31.6	39.6	37.5	43.8	44.0	44.0	42.6	48.1	42.4
Contract	28.5	36.0	40.4	39.1	39.3	44.6	39.2	37.7	38.0	36.4	37.0
Visitors	15.0	8.7	19.4	11.7	26.9	26.6	16.7	56.3	16.0	20.0	23.1
Continuing		50.0					25.0	50.0	50.0	100.0	25.0
TOTAL	**24.4**	**32.0**	**34.4**	**36.6**	**36.2**	**41.9**	**39.4**	**38.4**	**37.4**	**39.0**	**38.0**

Table 4h
Average Salaries ($) for Full-Time Faculty by Rank and Gender. 1986-87 to 1995-96

Men	1971-72	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Full Professor	24,692	66,717	70,734	74,802	79,493	84,722	88,539	92,013	92,053	91,863	90,869
Associate Professor	17,959	52,859	56,148	59,397	63,452	68,338	72,972	75,973	75,506	74,870	73,861
Assistant Professor	14,346	41,344	43,478	45,706	48,713	52,443	55,802	58,024	58,214	57,280	57,259
Lecturer	11,807	38,372	40,894	43,293	46,800	50,706	54,398	56,647	56,480	60,580	57,170
Next Rank	11,667	33,402	36,184	38,105	38,928	43,780	49,559	50,965	52,208	52,012	51,462
Other	16,996	50,662	54,204	55,981	55,798	64,525	56,540	65,177	65,050	58,906	56,879
Women											
Full Professor	22,182	62,714	66,137	70,614	75,171	80,784	81,107	84,164	84,965	84,566	83,675
Associate Professor	16,898	50,968	53,953	56,695	60,314	64,593	68,997	71,782	71,016	70,294	69,008
Assistant Professor	13,522	39,599	41,723	43,606	46,468	49,504	53,394	55,226	55,397	55,150	54,623
Lecturer	10,753	35,232	36,981	39,392	42,281	46,239	50,858	54,127	53,800	54,356	53,847
Next Rank	9,059	31,555	34,007	37,557	39,313	41,134	46,062	50,534	51,495	49,765	49,958
Other	14,473	46,278	49,807	50,426	48,609	57,486	45,453	50,632	43,672	47,683	48,603

Table 4h
Average Salaries ($) for Full-Time Faculty by Rank and Gender. 1986-87 to 1995-96

Ratio of Female / Male Full-time Faculty

Rank	*1971-72*	*1986-87*	*1987-88*	*1988-89*	*1989-90*	*1990-91*	*1991-92*	*1992-93*	*1993-94*	*1994-95*	*1995-96*
Full Professor	*89.8*	*94.0*	*93.5*	*94.4*	*94.6*	*95.4*	*91.6*	*91.5*	*92.3*	*92.1*	*92.1*
Associate Professor	*94.1*	*96.4*	*96.1*	*95.5*	*95.1*	*94.5*	*94.6*	*94.5*	*94.1*	*93.9*	*93.4*
Assistant Professor	*94.3*	*95.8*	*96.0*	*95.4*	*95.4*	*94.4*	*95.7*	*95.2*	*95.2*	*96.3*	*95.4*
Lecturer	*91.1*	*91.8*	*90.4*	*91.0*	*90.3*	*91.2*	*93.5*	*95.6*	*95.3*	*89.7*	*94.2*
Next Rank	*77.6*	*94.5*	*94.0*	*98.6*	*101.0*	*94.0*	*92.9*	*99.2*	*98.6*	*95.7*	*97.1*
Other	*85.2*	*91.3*	*91.9*	*90.1*	*87.1*	*89.1*	*80.4*	*77.7*	*67.1*	*80.9*	*85.4*

Section 5
Faculty-Student Comparisons

Data presented within this section ***(Tables 5a and 5b)*** are derived from previous tables.

In ***Table 5a***, the proportion of full-time female students at each educational level by field, as presented in *Table 2b*, is contrasted with the proportion of full-time female faculty as presented in *Table 4c*.

In ***Table 5b***, the percent of women enrolled in full-time and part-time doctoral programs (from *Table 2a*) and the percent of new full-time faculty appointments filled by women (from *Table 4e*) are compared.

Comparable data are available starting in 1972-73.

Highlights:

- In 1995-96, in every field and at every level, the percentage of women faculty is substantially (often 2 or 3 times) less than the percentage of students who are female. This was true as well in 1986-87 and, with a few exceptions in doctoral enrolment, was also the case in 1972-73.
- In 1995-96, 1986-87 and 1972-73, the percent of women in full-time and part-time doctoral programs has exceeded the percent of women who have been hired in new full-time faculty appointments.

Table 5a
Percent Comparison of Full-Time Women Students with Full-Time Women Faculty by Field. 1986-87 to 1995-96

Field	*1972-73*	*1986-87*	*1987-88*	*1988-89*	*1989-90*	*1990-91*	*1991-92*	*1992-93*	*1993-94*	*1994-95*	*1995-96*
Arts & Science											
Undergraduate	45.0	54.1	54.0	55.4	56.0	56.8	56.9	56.2	57.3	56.5	57.7
Masters	-	-	-	-	-	-	-	-	-	-	-
Doctoral	-	-	-	-	-	-	-	-	-	-	-
Faculty	-	-	-	-	-	-	-	-	-	-	-
Education											
Undergraduate	50.0	61.2	61.1	61.7	62.4	62.5	62.9	61.9	62.4	62.6	63.9
Masters	49.0	66.0	68.8	68.2	65.0	67.0	67.1	68.2	69.3	68.7	67.5
Doctoral	32.0	65.2	64.5	66.7	65.7	67.9	66.1	65.7	67.5	69.3	72.2
Faculty	17.0	22.5	25.1	27.3	29.7	30.1	29.4	31.1	32.6	33.2	34.0
Fine & Applied Arts											
Undergraduate	58.0	60.4	61.1	61.7	63.0	63.7	62.4	62.8	63.0	62.9	63.4
Masters	49.0	54.6	57.6	61.8	63.8	66.0	62.7	64.0	66.2	65.1	62.5
Doctoral	47.0	59.3	60.6	57.4	62.5	57.7	55.7	57.3	60.7	61.3	61.1
Faculty	15.0	23.0	23.6	26.7	28.0	29.2	29.5	29.6	29.9	31.9	32.4
Humanities & Related											
Undergraduate	53.0	62.7	63.2	63.5	63.9	63.7	63.8	63.2	63.1	63.0	62.8
Masters	37.0	55.2	54.0	53.5	52.6	54.2	54.5	56.1	57.4	57.0	57.7
Doctoral	32.0	46.2	47.1	47.6	44.9	43.4	43.0	44.5	46.2	47.4	47.9
Faculty	16.0	22.5	22.5	23.3	25.2	27.0	27.6	28.3	28.9	29.5	30.3
Social Sci. & Related											
Undergraduate	33.0	51.8	52.2	52.7	53.2	53.8	54.5	55.3	55.8	56.4	56.7
Masters	21.0	45.4	44.7	46.0	46.3	46.6	46.7	45.9	46.4	45.9	48.3
Doctoral	23.0	46.4	47.5	45.4	45.2	45.3	44.6	45.6	48.3	50.7	53.2
Faculty	10.0	17.6	18.4	19.4	20.5	21.4	22.2	23.1	24.3	25.2	26.3

Table 5a

Percent Comparison of Full-Time Women Students with Full-Time Women Faculty by Field. 1986-87 to 1995-96

Field	1972-73	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Agric. & Bio. Sci.											
Undergraduate	42.0	56.4	57.2	57.0	57.8	59.1	59.4	60.1	60.5	60.7	61.2
Masters	28.0	44.3	42.7	43.8	48.7	48.0	47.9	50.8	50.6	51.1	55.0
Doctoral	17.0	29.7	29.4	30.6	29.8	32.7	34.3	34.6	38.6	39.8	40.8
Faculty	15.0	16.3	16.6	16.8	17.3	17.1	18.0	18.6	19.2	20.4	21.2
Eng. & App. Sci.											
Undergraduate	3.0	12.6	12.9	13.6	14.4	15.8	17.1	18.4	19.7	20.9	21.4
Masters	3.0	13.0	13.5	14.4	16.1	17.8	17.4	18.8	20.3	22.8	22.6
Doctoral	3.0	8.9	8.4	9.4	10.6	10.4	11.0	10.5	11.0	10.9	10.8
Faculty	1.0	2.4	3.0	4.0	4.5	4.8	4.9	5.6	6.1	6.2	6.9
Health Professions											
Undergraduate	52.0	60.3	61.2	61.6	61.3	61.2	61.6	61.8	63.1	63.7	63.9
Masters	35.0	65.9	62.0	59.7	62.9	62.1	62.5	61.3	60.6	59.5	60.9
Doctoral	17.0	43.1	44.5	45.3	45.8	46.2	43.9	44.1	45.9	48.5	48.3
Faculty	19.0	23.9	24.9	25.6	25.9	26.8	26.2	27.2	27.6	29.3	29.9
Math & Physical Sci.											
Undergraduate	23.0	28.7	29.4	29.2	29.8	30.3	30.2	30.6	30.7	30.9	32.7
Masters	13.0	22.7	21.6	23.1	25.0	25.7	25.1	27.6	29.4	30.6	31.4
Doctoral	7.0	16.5	18.8	17.9	18.2	17.8	18.7	19.0	18.4	19.3	21.0
Faculty	4.0	6.1	6.3	6.6	7.2	7.8	7.7	7.9	8.3	8.8	9.6
TOTAL											
Undergraduate	38.0	49.7	50.3	51.2	52.0	52.6	52.9	53.1	53.6	53.8	54.3
Masters	24.0	43.7	43.0	43.9	44.5	45.3	45.4	45.8	46.4	46.6	48.3
Doctoral	19.0	36.9	37.8	37.3	36.7	36.4	36.1	36.6	38.5	40.4	42.0
Faculty	12.0	17.4	18.1	19.1	20.2	21.1	21.4	22.1	22.7	23.6	24.5

Table 5b
Comparison of Doctoral Enrolment of Women to New Faculty Appointments of Women. 1986-87 to 1995-96

	Doctoral Enrolment (Full and Part-Time)		New Faculty Appointments (Full-Time Only)	
	# Women	% Women	# Women	% Women
1972-73	1,266	19.0	204	18.4
1986-87	2,745	36.9	317	32.0
1987-88	2,941	37.9	348	34.4
1988-89	3,104	37.7	420	36.6
1989-90	3,245	37.1	465	36.2
1990-91	3,482	37.0	428	41.9
1991-92	3,684	37.0	328	39.4
1992-93	3,854	37.3	272	38.4
1993-94	4,117	39.0	241	37.2
1994-95	4,391	40.9	249	39.0
1995-96	4,492	42.2	230	38.0

Section 6
Full-Time Non-Academic Staff

The information in this section has been provided by the Council of Ontario Universities (COU) which in turn collects these data every second year from the Ontario universities. As noted by COU, staff included in this category are those defined as full-time by the reporting institutions and who are not presently reported to Statistics Canada as academic staff or students.

Comparable data are not available prior to 1985.

Highlights:

- ***Table 6a*** shows that the total number of full-time non-academic staff has declined since the last time data were collected in 1993-94 by 1,339 positions or 6.4%. This decline has left the proportions of women (60.2) and men (39.8) roughly the same as in 1993-94 with an increase in the proportion of women since 1987-88 (58.0%).

- Since 1987-88, the proportion of women in upper-, middle-level management, professional, and semi-professional positions have increased. For example, women were 13.2% of upper level managers in 1987-88; by 1995-96 they were 24.4% of that group. For middle managers, the percentage of women grew from 36.9% in 1987-88 to 51.6% in 1995-96. There have not been very noticeable gains between 1993-94 and 1995-96, however.

- ***Table 6b*** illustrates the same pattern--an increase in the percentage of women in the higher salary ranges between 1987-88 and 1995-96 although very little increase is due to the previous two years. Women continue to be disproportionately represented in the lower salary ranges.

Chart 6

Percentage of Full-Time Women Non-Academic Staff by Selected Occupational Groups. 1987-88 and 1995-96

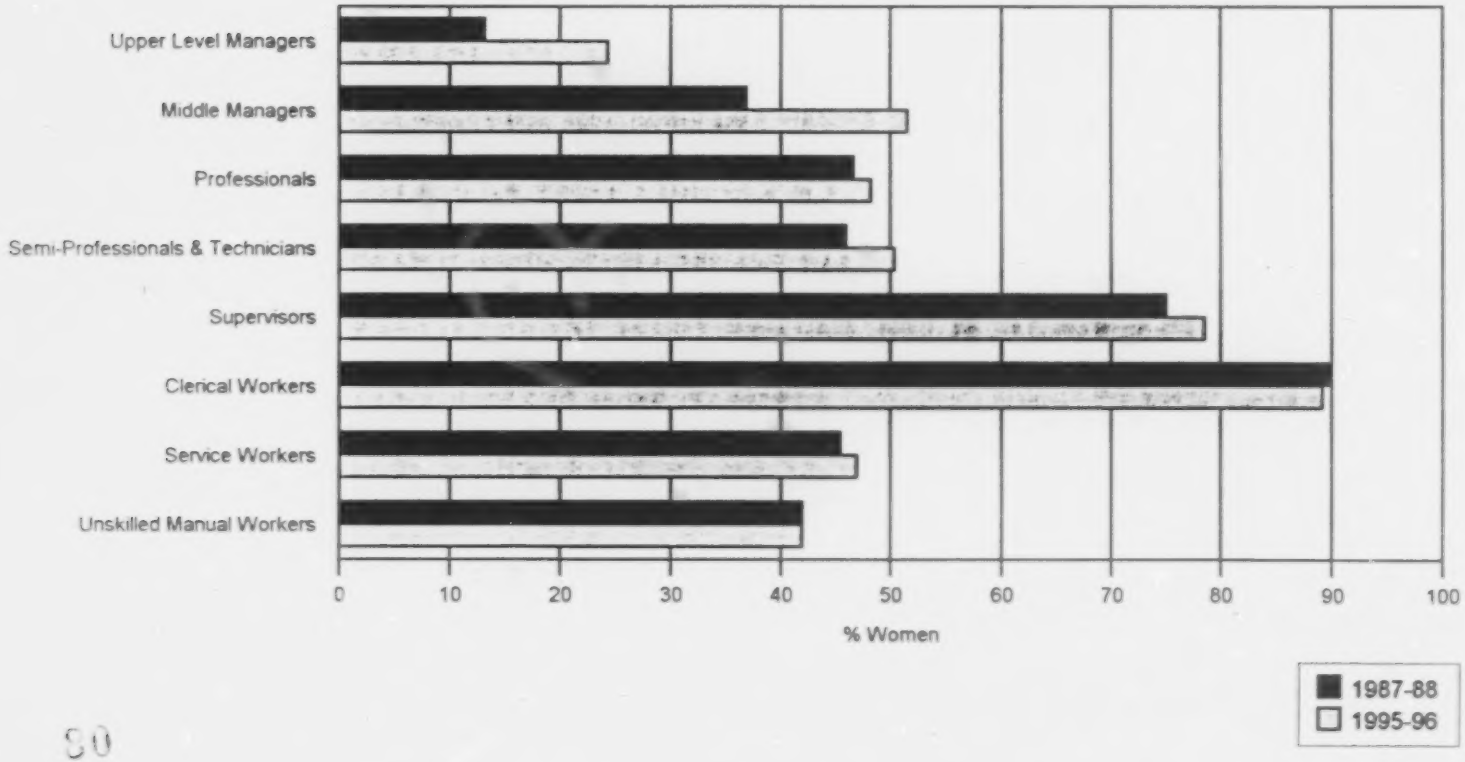


Table 6a
Full-Time Non-Academic Staff, by Occupational Group and Gender.
1987-88 to 1995-96

Total

Occupational Group	1987-88	1989-90	1991-92	1993-94	1995-96
Upper Level Managers	242	245	203	209	205
Middle Managers	1,229	1,334	1,599	1,729	1,655
Professionals	2,122	2,276	2,672	2,645	2,502
Semi-Professionals & Technicians	3,648	3,573	3,362	2,942	2,770
Supervisors	1,178	1,135	1,101	972	927
Foremen/Women	276	304	293	296	257
Clerical Workers	7,361	7,504	7,429	7,346	6,849
Sales Workers	47	29	31	70	38
Service Workers	959	1,002	984	852	745
Skilled Crafts and Trades Workers	1,260	1,236	1,322	1,111	1,054
Semi-Skilled Manual Workers	759	667	490	554	475
Unskilled Manual Workers	1,828	1,782	1,987	2,033	1,943
TOTAL	20,909	21,087	21,473	20,759	19,420

Table 6a
Full-Time Non-Academic Staff, by Occupational Group and Gender. 1987-88 to 1995-96

Women

Occupational Group	1987-88	1989-90	1991-92	1993-94	1995-96
Upper Level Managers	32	38	39	49	50
Middle Managers	453	566	738	871	854
Professionals	992	1,086	1,266	1,281	1,209
Semi-Professionals & Technicians	1,677	1,727	1,671	1,467	1,395
Supervisors	885	865	849	760	729
Foremen/Women	52	69	61	46	37
Clerical Workers	6,610	6,705	6,582	6,545	6,109
Sales Workers	32	19	19	37	25
Service Workers	436	468	442	421	350
Skilled Crafts and Trades Workers	50	44	112	53	40
Semi-Skilled Manual Workers	131	107	72	79	70
Unskilled Manual Workers	767	808	847	862	817
TOTAL	12,117	12,502	12,698	12,471	11,685

Men

Upper Level Managers	210	207	164	160	155
Middle Managers	776	768	861	858	801
Professionals	1,130	1,190	1,406	1,364	1,293
Semi-Professionals & Technicians	1,971	1,846	1,691	1,475	1,375
Supervisors	293	270	252	212	198
Foremen/Women	224	235	232	250	220
Clerical Workers	751	799	847	801	740
Sales Workers	15	10	12	33	13
Service Workers	523	534	542	431	395
Skilled Crafts and Trades Workers	1,210	1,192	1,210	1,058	1,014
Semi-Skilled Manual Workers	628	560	418	475	405
Unskilled Manual Workers	1,061	974	1,140	1,171	1,126
TOTAL	8,792	8,585	8,775	8,288	7,735

Table 6a
Full-Time Non-Academic Staff, by Occupational Group and Gender. 1987-88 to 1995-96

Percentage of Full-time Non-Academic Staff that are Women

Occupational Group	1987-88	1989-90	1991-92	1993-94	1995-96
Upper Level Managers	13.2	15.5	19.2	23.4	24.4
Middle Managers	36.9	42.4	46.2	50.4	51.6
Professionals	46.7	47.7	47.4	48.4	48.3
Semi-Professionals & Technicians	46.0	48.3	49.7	49.9	50.4
Supervisors	75.1	76.2	77.1	78.2	78.6
Foremen/Women	18.8	22.7	20.8	15.5	14.4
Clerical Workers	89.8	89.4	88.6	89.1	89.2
Sales Workers	68.1	65.5	61.3	52.9	65.8
Service Workers	45.5	46.7	44.9	49.4	47.0
Skilled Crafts and Trades Workers	4.0	3.6	8.5	4.8	3.8
Semi-Skilled Manual Workers	17.3	16.0	14.7	14.3	14.7
Unskilled Manual Workers	42.0	45.3	42.6	42.4	42.0
TOTAL	58.0	59.3	59.1	60.1	60.2

Percentage of Full-time Non-Academic Staff that are Men

Occupational Group	1987-88	1989-90	1991-92	1993-94	1995-96
Upper Level Managers	86.8	84.5	80.8	76.6	75.6
Middle Managers	63.1	57.6	53.8	49.6	48.4
Professionals	53.3	52.3	52.6	51.6	51.7
Semi-Professionals & Technicians	54.0	51.7	50.3	50.1	49.6
Supervisors	24.9	23.8	22.9	21.8	21.4
Foremen/Women	81.2	77.3	79.2	84.5	85.6
Clerical Workers	10.2	10.6	11.4	10.9	10.8
Sales Workers	31.9	34.5	38.7	47.1	34.2
Service Workers	54.5	53.3	55.1	50.6	53.0
Skilled Crafts and Trades Workers	96.0	96.4	91.5	95.2	96.2
Semi-Skilled Manual Workers	82.7	84.0	85.3	85.7	85.3
Unskilled Manual Workers	58.0	54.7	57.4	57.6	58.0
TOTAL	42.0	40.7	40.9	39.9	39.8

Table 6b
Full-Time Non-Academic Staff, by Salary Range and Gender.
1987-88 to 1995-96

Women

Salary Range	1987-88	1989-90	1991-92	1993-94	1995-96
$70,000 and over	18	49	129	163	172
$60,000 - $69,999	26	80	197	259	266
$50,000 - $59,999	120	326	553	663	612
$45,000 - $49,999	209	271	532	770	730
$40,000 - $44,999	319	473	965	1,056	1,068
$35,000 - $39,999	478	891	1,752	2,172	2,089
$30,000 - $34,999	919	1,479	2,954	3,499	3,276
$25,000 - $29,999	1,962	3,263	4,203	3,115	2,898
$20,000 - $24,999	4,451	4,306	1,310	702	496
$15,000 - $19,999	3,261	1,310	87	72	75
less than $14,999	354	54	16	0	3
TOTAL	12,117	12,502	12,698	12,471	11,685

Men

$70,000 and over	168	266	527	489	455
$60,000 - $69,999	163	233	402	453	420
$50,000 - $59,999	379	557	893	934	879
$45,000 - $49,999	356	512	708	794	750
$40,000 - $44,999	581	779	1,069	1,166	1,144
$35,000 - $39,999	1,032	1,093	1,433	1,323	1,275
$30,000 - $34,999	1,338	1,543	1,370	1,319	1,222
$25,000 - $29,999	1,631	1,617	1,932	1,555	1,378
$20,000 - $24,999	2,325	1,777	393	213	158
$15,000 - $19,999	755	196	44	40	51
less than $14,999	64	12	4	2	3
TOTAL	8,792	8,585	8,775	8,288	7,735

Table 6b
Full-Time Non-Academic Staff, by Salary Range and Gender.
1987-88 to 1995-96

Percentage of Full-time Non-Academic Staff that are Women

Salary Range	1987-88	1989-90	1991-92	1993-94	1995-96
$70,000 and over	9.7	15.6	19.7	25.0	27.4
$60,000 - $69,999	13.8	25.6	32.9	36.4	38.8
$50,000 - $59,999	24.0	36.9	38.2	41.5	41.0
$45,000 - $49,999	37.0	34.6	42.9	49.2	49.3
$40,000 - $44,999	35.4	37.8	47.4	47.5	48.3
$35,000 - $39,999	31.7	44.9	55.0	62.1	62.1
$30,000 - $34,999	40.7	48.9	68.3	72.6	72.8
$25,000 - $29,999	54.6	66.9	68.5	66.7	67.8
$20,000 - $24,999	65.7	70.8	76.9	76.7	75.8
$15,000 - $19,999	81.2	87.0	66.4	64.3	59.5
less than $14,999	84.7	81.8	80.0	0.0	50.0
TOTAL	58.0	59.3	59.1	60.1	60.2

APPENDIX A

NOTES

The following is a listing of disciplines included in the major categories of Field of Study:

EDUCATION
Kindergarten, Elementary, Secondary, & Post-secondary Teacher Training; Physical Education; Kinesiology and Recreation.

FINE & APPLIED ARTS
Music; Industrial Design; Dance; Drama; Theatre and Photography.

HUMANITIES & RELATED
Classics; English; French; History; Journalism; Languages & Literature; Library Science; Mass Communication; Philosophy; Religious Studies and Translation & Interpretation.

SOCIAL SCIENCES & RELATED
Anthropology; Archaeology; Area Studies; Commerce, Management,& Business Administration; Criminology; Administrative Studies; Economics; Geography; Environmental Studies; Planning; Political Science; Psychology; Social Work and Sociology.

AGRICULTURAL & BIOLOGICAL SCIENCES
Animal Science; Plant Science; Soil Science; Biochemistry; Microbiology; Biophysics; Botany; Fisheries; Food Science; Veterinary Science and Zoology.

ENGINEERING & APPLIED SCIENCE
Architecture; Aeronautical, Chemical, Civil, Systems, Electrical, Industrial, Mining, Mechanical & Metallurgical Engineering; Forestry and Landscape Architecture.

HEALTH PROFESSIONS & OCCUPATIONS
Dentistry; Medicine; Medical Sciences; Paraclinical Sciences; Surgical Specialties; Nursing; Optometry; Pharmacy; Public Health; Rehabilitation Medicine and Medical Technology.

MATHEMATICS & PHYSICAL SCIENCES
Computer Science; Chemistry; Geology; Meteorology; Climatology; Oceanography; Astronomy; Aerospace Sciences and Physics.

TABLE 1:

Notes: A. These data comprise all full-time, first year, fall term applicants who have not been previously registered at an Ontario university.

B. Ontario College of Art and Design is not included.

C. Commencing in 1989, Ryerson began processing its applications through the Application Centre; prior to this time, applications were sent directly to the institution.

D. Each applicant is allowed to indicate up to three choices of universities and programs. Each choice is considered a distinct applicant.

E. Registered applicants are those who have registered at a university.

F. The count date for registered applicants is November 1.

G. The Application Centre employs its own unique set of program categories which do not necessarily correspond to those of others.

H. Because of differences in definitions, the number of registered applicants may not agree with enrolment figures supplied elsewhere.

SOURCE: *Application Statistics*, Council of Ontario Universities and the Ontario Universities' Application Centre.

TABLE 2A:

FOOTNOTE: 1. *Graduate-Other* includes those enrolled in Master's qualifying year and graduate level diploma/certificate programs, as well as those not seeking any degree, diploma or certificate.

NOTES: A. Includes degree, diploma, certificate and non-university students.

B. Total enrolled comprises both male and female students.

C. Includes enrolment of affiliated colleges, where applicable.

D. Dominicain and the Ontario College of Art and Design are included.

E. Commencing in 1993, Nipissing is shown separately and is excluded from Laurentian.

F. Commencing in 1994, Ryerson changed their status to that of a university.

SOURCE: USIS 100101121-4

TABLE 2B AND TABLE 2C:

FOOTNOTES: 1. *Undergraduate* excludes non-university diploma and certificate students, and those not seeking any qualifications (i.e. special students, auditors, etc.) and qualification *Not Applicable*.

2. *Undergraduate - Arts & Science* comprises *Arts - Field Unknown*, *Science - Field Unknown*, and *Arts & Science - General*.

3. *Masters* and *Doctorate* exclude *Arts - Field Unknown*, *Science - Field Unknown*, and qualification *Not Applicable*.
Also, *Masters* and *Doctorate* exclude graduate diploma and certificate students, and those not seeking any qualifications.

NOTES: A. Total enrolled comprises both male and female students.

B. Includes enrolment of affiliated colleges, where applicable.

C. Commencing in 1993, Nipissing is shown separately and excluded from Laurentian.

D. Commencing in 1994, Ryerson changed their status to that of a university.

E. Dominicain and the Ontario College of Art and Design are included.

F. *Field of Study* is classified, except where noted, according to the University Student Information System (USIS) categories. The data presented here are aggregated to the highest of the three aggregate levels possible.

SOURCE: USIS Special Run.

TABLE 2D:

SOURCE: ACMC Report: Canadian Medical Education Statistics.

TABLE 3A, TABLE 3B AND TABLE 3C

NOTES: A. Data are accumulated during the calendar year (January 1 to December 31)

B. Figures represent the number of awards granted, not a count of the individual students who receive them; hence double counting of individuals may occur.

C. Dominicain and the Ontario College of Art and Design are not included.

D. Commencing in 1993, Nipissing is shown separately and excluded from Laurentian.

E. Commencing in 1994, Ryerson changed their status to that of a university.

SOURCE: Statistics Canada, USIS - Graduating Students (Special Reports).

TABLE 4A:

NOTES: A. The Ontario College of Art and Design is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1986-87 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*

SOURCE: Statistics Canada. Full-Time Teaching Staff System (Special Reports), and UCASS (Special Run)

TABLE 4B, TABLE 4C, AND TABLE 4D:

NOTES: A. The Ontario College of Art and Design is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1986-87 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*

SOURCE: Statistics Canada. Full-Time Teaching Staff System, and UCASS (Special Run).

TABLE 4E:

NOTES: A. The Ontario College of Art and Design is excluded.

B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1986-87 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*.

SOURCE: Statistics Canada. Full-Time Teaching Staff System, and UCASS (Special Reports).

TABLE 4F:

FOOTNOTE: 1. Includes ungraded faculty and all ranks below lecturer.

NOTES: A. The Ontario College of Art and Design is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1986-87 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*.

SOURCE: Statistics Canada. Full-Time Teaching Staff System (Special Reports).

TABLE 4G:

NOTES: A. The Ontario College of Art and Design is excluded.
B. Toronto excludes Wycliffe in 1986-87, 1987-88, and 1989-90.
C. Waterloo excludes St. Paul's from 1986-87 to 1990-91.
D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*.

SOURCE: Statistics Canada Full-Time Teaching Staff System (Special Reports).

TABLE 4H:

NOTES: A. The Ontario College of Art and Design is excluded.

B. Only teachers who are paid according to regular salary scales, including those on sabbatical, are included. Teachers not paid according to regular scales (i.e., those on leave of absence or leave without pay and certain staff in denominational institutions), have been excluded.

C. Ratio of Female/Male: Females' average salary is expressed as a % of males' average salary.

D. Beginning in 1991-92, full-time is defined as *full-time for 12 months*.

SOURCE: Statistics Canada. Faculty Analysis System (Special Reports), & UCASS (Special Run).

TABLE 5A:

NOTE: Refer to Tables 2b and 4c for notes and footnotes.

SOURCE: USIS 100101101, and Statistics Canada Full-Time Teaching Staff System (UCASS Special Reports).

TABLE 5B:

NOTE: Refer to Tables 2a and 4f for notes and footnotes.

SOURCE: USIS 100101123 and 100101124, and Statistics Canada Full-Time Teaching Staff Analysis System.

TABLE 6A:

NOTES: A. The reporting date is October 1.
B. All full-time non-academic staff are included.
C. Staff at federated and affiliated colleges are not included.

SOURCE: Council of Ontario Universities.

TABLE 6B:

NOTES: A. The reporting date is October 1.
B. All full-time non-academic staff are included.
C. Staff at federated and affiliated colleges are not included.

SOURCE: Council of Ontario Universities.

Most of the data for the tables were compiled by Ministry of Education and Training, Universities Branch

APPENDIX B

LIST OF REPORTS

Status of Women in Ontario Universities. Universities Relations Branch, Ministry of Colleges and Universities. January 1986.

Status of Women in Provincially Assisted Ontario Universities and Related Institutions, 1975-76 to 1985-86. University Relations Branch & Statistical Information Services, Ministry of Colleges and Universities. July, 1987.

Status of Women in Provincially Assisted Ontario Universities and Related Institutions, 1976-77 to 1986-87. University Relations Branch, Ministry of Colleges and Universities. February, 1988.

Status of Women in Provincially-Assisted Ontario Universities and Related Institutions, 1985-86 to 1994-95. Committee on the Status of Women, Council of Ontario Universities. February, 1996. COU # 96-2.

Status of Women in Provincially-Assisted Ontario Universities and Related Institutions, 1986-87 to 1995-96. Prepared by the Research, Analysis and Policy Division of COU for the Committee on the Status of Women, Council of Ontario Universities. March, 1998. COU # 510.